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CAUT ACPPU BULLETIN

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Canadian Libraries Falling Behind

MOST Canadian university research libraries continue to fare badly according to the latest report of the Association of Research Libraries on "Holdings of University Research Libraries in U.S. and Canada." Fourteen Canadian institutions were included among the 114 surveyed.

While the University of Toronto kept its position (#4), other Canadian universities dominated the bottom of the list: Manitoba (#106), Queen's (#108), Saskatchewan (#111), McMaster (#112), Waterloo (#113) and Guelph (#114).

"Years of government underfunding are taking their toll on our university libraries," said CAUT executive director James Turk. "Most telling is that Canadian university libraries prevailed in the ARL's list of the 15 institutions where total expenditures fell or increased the least between 1996-1997 and 2001-2002."

Laval experienced the biggest drop in expenditures (-11.9%) since 1996-1997, followed by Western Ontario (-6.2%), Guelph (-4.9%) and Saskatchewan (-4.3%). Expenditures increased the least at Waterloo (+1.6%), York (+1.8%) and Manitoba (+3.4%). UBC had the 11th worst record (+5.7%) over the five years followed by Alberta in 13th place (+8.5%).

"Of the 10 institutions that fared the worst over the past five years, seven are Canadian," Turk said. "This is remarkable because there were 100 U.S. universities and only 14 Canadian universities measured."

These findings are in stark contrast to many American public universities that saw substantial increases during the same period — outdistancing their Canadian counterparts. For example, library funding at the University of California at Berkeley was up 52.2%, Oklahoma was up 50.4%, Texas was up 48.7%, North Carolina State was up 47.2% and Alabama was up 44.9%.

"Canadian researchers, teachers and students are seriously disadvantaged by what is happening to our university libraries," Turk said. "This situation will not be corrected until governments provide adequate core funding. It is time politicians match their rhetoric about the importance of post-secondary education with the level of resources Canadians deserve."

Carleton on Strike Path



Sept. 25 — Academic staff at Carleton University voted overwhelmingly to authorize a strike.

PROFESSORS and librarians at Carleton University gave their faculty union steering committee an unprecedented mandate to call a strike — now set for Oct. 20. In a heavy turnout, more than 94 per cent of academic staff voted to authorize a strike.

"This is about respect," said Carleton University Academic Staff Association president Thomas Kunz. "If the administration has respect for faculty, they need to acknowledge the sacrifices we have made over the past decade when the university had financial difficulties. Now that the university is in good financial shape, they have an obligation to restore our pay to proper levels."

Kunz said the university's recently released audited statement for 2002-2003 shows a surplus of more than \$21 million. "This is after surpluses of more than \$5 million for each of the preceding four years," he notes.

"We can't help but be suspicious when year after year, management tells us they can't afford to give us a decent scale increase, and year after year, they end up with millions of dollars that go for other things," said CUASA chief negotiator Sonya Lipsett-Rivera.

She pointed to expenditures like the \$8 million cost overruns on the new computer system

and the construction of new offices for the president, while Carleton faculty salaries are the lowest of all the comprehensive universities in Ontario.

The two sides are divided by the administration's proposal to shift more compensation to merit pay — which the university claims is necessary to attract and keep staff and build commitment to Carleton.

"There is a much simpler way to be competitive and attract the 'best candidates' and that is to have higher salaries for all of our faculty," said academic staff association member Timothy Pynch, in commenting on the administration's proposal.

"Merit benefits only a few, and there is no way to ensure that those who are deserving of 'merit' will actually receive this under the proposed scheme."

"In the end, there will be a reinforced commitment to the university when the university recognizes our collective efforts towards the university's success by negotiating a contract that benefits the entire faculty."

On Oct. 9, CAUT Defence Fund trustees voted to authorize strike pay for CUASA members and to provide a \$1 million loan. ■

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LETTERS COURRIER

Academic Freedom Distorted

I was distressed by the article on Cynthia Maughan's lawsuit ("CAUT Defends Academics Named in Major Lawsuit," Bulletin, Sept. 2003). I do not know whether Ms. Maughan's claim of discrimination has validity or not — and, indeed, after reading the Bulletin's article I am as ill-informed about the case as I was before. But it was clear to me the biased reporting given to the story here showed less journalistic integrity than one could expect to find in the average issue of the National Enquirer.

The article was dominated by pious pronouncements about the need to protect academic freedom in the face of a lawsuit claiming discrimination. Excuse me, but is the real issue here not one of whether or not an act of discrimination took place?

How is a charge of discrimination a threat to academic freedom? Am I to understand that my tenure gives me a "freedom" to discriminate against certain students? My understanding of academic freedom and the need for tenure is that professors need protection against unjust dismissal when they express opinions which dissent from the hegemony which the administration may represent.

What I see in this article is a concept of academic freedom which protects the professor from having to put up with a student's expression of opinions which dissent from the hegemony which the professor may represent. How is a student's claim that her freedom to dissent was violated to be understood as a threat to the principle of academic freedom?

A newspaper article which issues to the collective professoriate the rallying cry of "academic freedom" in response to a student's claim of "discrimination" reduces the concept of "academic freedom" to something base and hypocritical.

What was even more offensive, however, was the conclusion of the article which highlights the fact that the Maughan story has been picked up by the National Post, the (Alberta) Report, and the Ku Klux Klan website.

Of what possible relevance is this? Does the fact that certain news services found the story interesting help us to judge the facts of the case? Does this help us to determine whether an act of discrimination actually took place? Or are we to understand that this reflects poorly upon Ms. Maughan, as if she were responsible for the fact that such groups showed interest in her story?

I can only conclude that your reporter is attempting to persuade your readers to judge Ms. Maughan by association: we will silence this woman by insinuating she is the moral equivalent of an Albertan redneck Klan member.

This is journalism of the trashiest sort. This is reportage which does not seek to inform but to do damage, and in the most McCarthyist of fashions. Shame on you.

STEPHEN R. REIMER
English
University of Alberta

While Professor Reimer does "not know whether Ms. Maughan's claim of discrimination has validity or not," CAUT is confident it does not. Before CAUT makes a statement on a case or agrees

to provide legal assistance, it investigates the matter carefully — as was done in this instance. Also, as the article noted, three separate formal reviews at the University of British Columbia came to the same conclusion that Ms. Maughan's claims of discrimination were without merit. — ed.

Koren Deletion

Your news item, headlined "Koren Reprimanded by Ontario College of Physicians & Surgeons" (Bulletin, Sept. 2003) reports that University of Toronto dean of medicine David Naylor "directed Koren to arrange for the journal's editor to have the article deleted from the scientific record and to send appropriate personal letters of apology." This action was in response to publication of a paper by Dr. Gideon Koren and two collaborators in the journal Therapeutic Drug Monitoring (21:74-81, 1999).

It appears that Dr. Naylor is unaware that it is not possible to have a paper deleted from the scientific record. The most acceptable solution in such cases is for the authors to retract the work under exactly the same title as that of the original article. Failing that action, the editor becomes responsible for publication of the retraction.

The issue is somewhat more complicated by the fact that the journal's homepage shows that Koren is the North American receiving editor for Therapeutic Drug Monitoring. Hence, it seems that Koren is being required not only to write, but to publish his own retraction. An interesting conflict!

IAIN E.P. TAYLOR
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New U.S. Treasury Department Rules Cast Chill Over Scientific Publishing

ENGINEERS are warning that rules issued by the U.S. Treasury Department this month could restrict the free exchange of scientific information.

The Bush administration says the Institute of Electrical and Electronics Engineers, with more than 350,000 members worldwide, must stop editing scholarly papers submitted by researchers living in countries under a U.S. trade embargo, or apply for a special license to do so.

On Oct. 1 the Treasury Department informed the Institute that editing a research paper is equivalent to providing a service to authors and therefore violates U.S. trade restrictions that prevent U.S.-based organizations from doing business with countries such as Cuba, Iran, Iraq, Libya and Sudan.

"U.S. persons may not provide [an embargoed author] substantive or artistic alterations or enhancement of the manuscript, and IEEE may not facilitate the provision of such alterations or enhancements," the director of the Treasury Department's Office of Foreign Assets Control wrote in a letter to the IEEE. Trade policy prohibits "the

reordering of paragraphs or sentences, correction of syntax, grammar and replacement of inappropriate words by U.S. persons."

The IEEE must now apply for a special license to edit papers from researchers in trade embargoed nations.

Concerned that it may have otherwise violated U.S. trade laws, the IEEE had already stopped editing papers written by members in the embargoed countries, and had prevented those engineers from viewing its journals online.

In a statement issued after the Treasury Department's decision, the IEEE said it would apply for a special license immediately and resume editing papers as soon as the license was granted.

Kenneth Foster, a professor of bioengineering and an IEEE member, worries the Treasury Department's decision will have a chilling effect on scientific publishing.

"What [the letter] describes as needing a license is exactly what every journal in the world does," he told the Chronicle of Higher Education. ■



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Download the booklet at www.caut.ca or contact Louise D'Anjou (danjou@caut.ca).

Canadian Association of
University Teachers



PRESIDENT'S COLUMN

LE MOT DU PRÉSIDENT

Confusing Collegiality with Congeniality



By VICTOR CATANO

LAST month, CAUT published its Academic Freedom and Tenure Committee's report on the case involving Dr. David Noble and Simon Fraser University. I believe the facts speak for themselves. It is not my intention to review the report. But, there is an interesting point arising from events in the case that must be addressed — namely the role of collegiality in today's university and its relationship to academic freedom.

Following release of the Noble report, the SFU administration issued a statement that, in part, said it rejected the report because the report subscribes to a view of academic freedom that is divorced from an employment relationship — a view that is inconsistent with SFU's own statement on academic freedom. The press release also claimed the right to investigate or inquire into a candidate's "style of interaction and collegiality" and, by implication, the right to refuse to hire some or to fire others because a university does not approve of a person's "style of interaction" or "collegiality."

This is a view of collegiality that might be appealing to some faculty looking at the prospect of hiring a colleague who might be "difficult" to deal with or who might not be the most "polite" person in the world.

What do we mean by collegiality? Most dictionaries define collegiality as the sharing of power and authority equally between colleagues, with the origin of the word traced back to 1887 to describe the collective sharing of power between bishops in the Roman Catholic Church. It also means belonging to a college or university. Collegial does not mean "good behaviour," "politeness" or

"niceness." But these days, collegial, when used by some in the academic community, has become a code word to identify "problem" people or "troublemakers" and, as stated in the SFU press release, justification for not hiring someone.

The Harry Crowe case is a seminal event in the history of CAUT. In 1958, Crowe was a professor at the United College in Winnipeg. In a private letter, Crowe, who was the past secretary of the faculty association, remarked critically on faculty members fund raising for a board that had told the association that administration was none of the association's business. He also had some interesting things to say about "preachers" and the "corrosive force of religion." The college principal intercepted the private letter and initiated dismissal proceedings against Crowe.

Crowe had a reputation as a "troublemaker." In defending his actions, the principal claimed Crowe was expelled as a student for "immorality." In essence, Crowe was branded as uncollegial (ironically, Crowe was arguing for collegiality in its true form of power sharing). At the prospect of being fired, Crowe wrote, "... I am sure that the causes of job security and of academic freedom are the same ..." (A more complete recounting of the Crowe case can be found in Michiel Horn's *Academic Freedom in Canada* and in Kenneth McNaught's *Conscience and History*).

In 1958, CAUT had few policy statements or guidelines on how to deal with faculty colleagues who might not be the nicest of people. Today, this subject is found in CAUT's discussion paper What is Fair: A Guide for Peer Review Committees. In discussing the type of evidence that can be used for tenure, renewal and promotion, What is Fair states: "Furthermore, the decision must not be made because the candidate has a difficult personality. The university is not a club; it is dedicated to excellence.

The history of universities suggests that its most brilliant members can sometimes be difficult, different from their colleagues, and unlikely to win a popularity contest. The university is a community of scholars and it is to be expected that the scholars will hold firm views and wish to follow their convictions. Tension, personality conflicts and arguments may be inevitable by-products."

In other words, faculty are not to be evaluated on their "style of interaction and collegiality" as SFU would do as part of hiring a senior faculty member and in determining if they would be a good representative of the university.

Academic freedom exists to allow faculty to develop and express strong views as part of their teaching and research. It is the right to investigate, speculate and comment without reference to prescribed doctrine. It is the right to criticize the university, the faculty association and society at large. It is the right to be free of institutional censorship. It is the right not to suffer any penalties for exercising legal rights as citizens, including the right to freedom of expression. These are views held by SFU as stated in the framework agreement between the university and Simon Fraser University Faculty Association.

If faculty are to be free to move from one university to another, how can they be free to exercise the rights of academic freedom at one university knowing the expression of those rights in the form of controversial opinions, research or teaching may lead to loss of employment opportunities at another university? Academic freedom does not reside in any one university; it resides in all — or it resides in none. ■

The report of CAUT's Academic Freedom and Tenure Committee in response to complaints raised by Professor David Noble against Simon Fraser University regarding alleged infringements of academic freedom is available at www.caut.ca/english/issues/academicfreedom/noblereport.asp.

La confusion autour de la collégialité menace la liberté universitaire

Par VICTOR CATANO

LE mois dernier, l'ACPPU a publié le rapport de son Comité de la liberté universitaire et de la permanence de l'emploi sur le différend opposant le professeur David Noble et la Simon Fraser University (SFU). Les faits parlent d'eux-mêmes, me semble-t-il; je n'ai donc pas l'intention de revoir le rapport. Les circonstances de cette affaire soulèvent néanmoins un point important sur lequel nous devons nous pencher : le rôle de la collégialité dans l'université d'aujourd'hui et son rapport à la liberté universitaire.

L'administration de la SFU a déclaré dans un communiqué qu'elle rejetait le rapport Noble parce qu'il souscrit à un point de vue de la liberté universitaire totalement dissocié d'une relation de travail — un point de vue incompatible avec l'énoncé de principes de la SFU sur la liberté universitaire. Le communiqué faisait aussi valoir le droit d'enquêter sur « le style d'interaction et la collégialité » d'un candidat et, implicitement, le droit de refuser d'embaucher certaines personnes ou d'en congédier d'autres parce que l'université n'approuve pas leur « style d'interaction » ou leur « collégialité ».

C'est là une interprétation de la collégialité qui pourrait plaire à un corps professoral envisageant d'engager un collègue avec lequel il pourrait être « difficile » de traiter ou qui pourrait ne pas être la personne la plus « aimable » qui soit.

Qu'entend-on par collégialité ? Selon la plupart des dictionnaires, ce terme désigne le partage égal du pouvoir et de l'autorité entre des collègues. Il a été utilisé la première fois en 1887 pour décrire le partage collectif du pouvoir entre les évêques de l'Eglise catholique romaine. Le terme désigne aussi ce qui appartient à un collège ou à une université. L'adjectif « collégial » n'est synonyme ni de « bonne conduite », ni de « politesse », ni d'« amabilité ». Mais de nos jours, le terme est devenu pour certains membres de la communauté universitaire un mot-code

décrivant une personne « difficile » ou un « fauteur de troubles » et, comme le précise la SFU dans son communiqué, il sert de justification pour refuser d'embaucher quelqu'un.

L'affaire Harry Crowe fait date dans l'histoire de l'ACPPU. En 1958, Crowe était professeur au United College de Winnipeg. Dans une lettre confidentielle, Crowe, l'ancien secrétaire de l'association des professeurs, critiquait la campagne de financement de membres du corps professoral au profit d'un conseil qui avait signifié à l'association que l'administration ne la concernait pas. Il y exprimait aussi en des termes peu équivoques son opinion sur les « prédateurs » et la « puissance corrosive de la religion ». Le directeur du collège avait intercepté la lettre et amorcé une procédure de congédiement contre Crowe.

Crowe avait une réputation de « fauteur de troubles ». Pour défendre son action, le directeur soutint qu'il avait été expulsé pour « immoralité » lorsqu'il était étudiant. En fait, Crowe était étiqueté comme « anticollegial » (ironiquement, il soutenait la collégialité au sens propre, c'est-à-dire le partage du pouvoir). Menacé de congédiement, Crowe écrivit : « ... Je suis convaincu que la sécurité d'emploi et la liberté universitaire sont deux facettes d'un même combat... » (On trouvera un exposé plus détaillé de l'affaire Crowe dans les ouvrages de Michiel Horn, *Academic Freedom in Canada*, et de Kenneth McNaught, *Conscience and History*).

En 1958, l'ACPPU avait peu d'exposés de principes et de lignes de conduite sur la façon de composer avec des professeurs d'université désagréables. Aujourd'hui, le sujet est traité dans le document de discussion *Qu'est-ce qui est juste ? Un guide pour les comités d'évaluation par les pairs*. S'agissant de déterminer le type de preuves pouvant être utilisées à l'appui d'une permanence, d'un renouvellement de mandat ou d'une promotion, le guide explique ce qui suit : « De plus, il ne faut pas prendre de décision en raison de la personnalité difficile du (de la) candidat(e).

L'université n'est pas un club social; elle est dévouée à l'excellence. L'expérience montre que les plus brillants universitaires peuvent parfois rendre la vie difficile à leurs collègues, être différents d'eux et peu susceptibles de remporter un concours de popularité. L'université est une communauté d'érudits et on s'attend à ce qu'ils soutiennent des opinions fermes et respectent leurs convictions. Inévitablement, il en découle des tensions, des conflits de personnalité et des controverses. »

Bref, les professeurs ne doivent pas être évalués selon leur « style d'interaction » et leur « collégialité », comme le ferait la SFU avant d'embaucher un professeur chevronné pour déterminer si celui-ci sera un digne représentant de l'université.

La liberté universitaire garantit aux professeurs la possibilité de former et de soutenir des opinions fermes dans le cadre de leur enseignement et de leurs travaux de recherche. C'est le droit d'enquêter, d'émettre des hypothèses et de formuler des observations sans devoir se soumettre à une doctrine prescrite. C'est le droit de critiquer l'université, l'association de professeurs et la société en général. C'est le droit d'être à l'abri de la censure institutionnelle. C'est le droit d'exercer ses droits légaux de citoyen, de jouir du droit à la liberté d'expression, sans encourir de sanction. Voilà le point de vue soutenu par la SFU tel qu'il est énoncé dans l'entente-cadre conclue entre l'université et la Simon Fraser University Faculty Association.

Comment la liberté de circulation des professeurs d'une université à l'autre peut-elle être garantie si le libre exercice des droits associés à la liberté universitaire dans une université sous la forme d'opinions, de recherches ou d'un enseignement controversés peut se traduire par la perte de perspectives d'emploi dans une autre université ? La liberté universitaire ne saurait être le propre d'une seule université : ou elle s'étend à tous les établissements, ou elle est inexistante. ■

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NEWS

Lower-Income Families Have Less Access to Post-Secondary Education

FAMILIES on the lower rungs of the socioeconomic ladder have significantly lower participation rates in post-secondary education, says a Statistics Canada survey released last month.

The first Post-Secondary Education Participation Survey found that the state of a young person's family finances is a major factor in determining participation in post-secondary education.

The survey of 5,000 young people found that the likelihood of pursuing education beyond high school is far greater for those from families with higher incomes. About 83 per cent of 18 to 24-year-olds whose family earnings exceeded \$80,000 reported some post-secondary education.

By contrast, only 67 per cent of young people with family earnings between \$55,000 and \$80,000 had taken some form of post-secondary program after leaving high school. The survey also showed that this dropped to 55 per cent when family earnings were estimated to be less than \$55,000.

"The upfront cost of post-secondary education is clearly an insurmountable obstacle for thousands of Canadian families," said Ian Boyko, national chairperson of the Canadian Federation of Students.

"Without a national system of needs-based grants and significant reductions in tuition fees, our public

system of higher education is becoming more elitist every year."

The survey found that typical university students spent more than \$11,000 putting themselves through an eight-month academic term in 2001-2002.

Median spending for full-time university students — the point at which half of students spent more and half spent less — amounted to \$11,200. This included the cost of tuition, fees and books, as well as non-educational expenses such as rent, food, clothing and transportation.

Government student loans are used by 26 per cent of full-time students to help pay for their education. About 16 per cent borrow from parents, a spouse or other family member, while 14 per cent borrow privately from a bank or use a bank line of credit.

Survey results also showed that young people who had their own savings were more likely to have taken some post-secondary education. About 80 per cent of youth who had their own savings enrolled in higher education, compared with 70 per cent of those who only had savings put aside by others. ■

Access, Persistence and Financing: First Results from the Post-Secondary Education Participation Survey (81-595-MIE2003007) is available at www.statcan.ca/english/IPS/Data/81-595-MIE.htm.

Version française à la page A9.

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3M TEACHING FELLOWSHIPS PRIX D'ENSEIGNEMENT 3M

2004

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2004.

The Award

- A citation of excellence presented at the STLHE Conference in June in recognition of exemplary contributions to teaching and learning.
- An all expense paid 3-day retreat at Fairmont Le Château Montebello, November 6-8, 2004.

Eligibility

- Open to all individuals currently teaching at a Canadian university, regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years, principally (but not exclusively) at the undergraduate level.
- Commitment to the improvement of university teaching with particular emphasis to contributions beyond the nominee's discipline or profession.

Nomination Procedure

- Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website www.tss.uoguelph.ca/stlhe and at the 3M Teaching Fellowship website www.mcmaster.ca/3Mteachingfellowships.

For more information:

STLHE

c/o Dr. Arshad Ahmad

Programme Coordinator

Concordia University

1455 de Maisonneuve West

Montreal, Quebec H3G 1M8

(514) 848-2424 ext 2928/2793

Email: arshad@jmsb.concordia.ca

Nomination Deadline: March 5, 2004

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2004.

Le prix

- Un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage remis lors de la conférence de la SAPES, en juin.
- Une rencontre de 3 jours au Fairmont Le Château Montebello, tous frais payés, du 6 au 8 novembre 2004.

Admissibilité

- Toute personne enseignant présentement dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution

- Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.
- Engagement à améliorer la qualité de l'enseignement universitaire, notamment par des contributions dépassant le cadre de sa discipline ou profession.

Dossier de candidature

- Le dossier de candidature doit comporter plusieurs éléments, dont une brève présentation de la candidate ou du candidat. Pour plus de détails, veuillez consulter l'Appel de candidatures et le Guide de mise en candidature, disponibles au Bureau du vice-recteur à l'enseignement et à la recherche, sur le site Web de la SAPES : www.tss.uoguelph.ca/stlhe et sur celui des prix d'enseignement 3M : www.mcmaster.ca/3Mteachingfellowships.

Pour tout complément d'information :

SAPES

a/s de M. Arshad Ahmad, Ph.D

Coordonnateur

Programme des prix d'enseignement 3M

Université de Concordia

1455, boul. de Maisonneuve Ouest

Montréal (Québec) H3G 1M8

(514) 848-2424 poste 2928/2793

Courriel : arshad@jmsb.concordia.ca

Date limite de dépôt des candidatures : le 5 mars 2004

NEWS ACTUALITÉS

Mount Saint Vincent soutient le Fonds pour l'avenir des femmes

L'UNIVERSITÉ Mount Saint Vincent devient le premier établissement du genre à s'unir au Fonds pour l'avenir des femmes en vue d'offrir à ses professeurs et à son personnel un plan facultatif de retenue salariale.

Créé en 1996, le Fonds est un partenariat d'organismes caritatifs de femmes nationaux, autonomes et luttant en faveur de l'égalité, qui a pour mission d'amasser et de partager des fonds afin d'améliorer les conditions de vie des femmes et des filles au Canada. La collecte de fonds en milieu de travail est une technique collaborative de financement utilisée par le Fonds.

La présidente du Fonds, Darlene Jamieson, et Nancy Ruth, philanthrope féministe, ont participé le mois dernier à l'expérience pilote qui a été conduite devant les professeurs et le personnel de l'Université Mount Saint Vincent. La présentation a porté sur le travail de cinq organismes membres du Fonds : l'Association canadienne des sociétés Elizabeth Fry, Évaluation-Médias, l'Association nationale de la femme et du droit, le Fonds d'action et d'éducation juridiques pour les femmes et la Fondation du Congrès national des femmes noires du Canada.

La présidente de l'Association des professeurs de l'Université

Mount Saint Vincent, Patricia Baker, a déclaré que son organisme était heureux du déroulement de l'expérience et était ravi que l'université offre à ses employés la possibilité de participer au Fonds par des retenues à la source.

« En tant que seule université canadienne dédiée à l'éducation des femmes, l'Université Mount Saint Vincent est appelée, à mon sens, à jouer un rôle très important en s'assurant que les organismes membres du Fonds — des organismes qui se préoccupent de questions cruciales pour les femmes et les filles — reçoivent l'attention et le soutien qu'ils méritent », a déclaré M^{me} Baker. « Bon nombre de nos membres réservent comme moi un accueil enthousiaste à cette démarche sur le campus. »

L'Université Saint Vincent s'associe à l'ACPPU, l'Association des universités et collèges du Canada, Cavalluzzo, Hayes, Shilton, McIntyre & Cornish, la Fédération des enseignantes et des enseignants des écoles élémentaires de l'Ontario, Green Dragon Press, Jamieson Sterns, KidsCan Press, Koskie Minsky, la Fondation Maytree, OXFAM Canada, Sack Goldblatt Mitchell et TD Canada Trust pour soutenir le Fonds pour l'avenir des femmes en milieu de travail. ■

Mt. St. Vincent Welcomes Women's Future Fund

MOUNT Saint Vincent University has become the first university to introduce the Women's Future Fund as an optional payroll deduction for faculty and staff.

Founded in 1996, the WFF is a partnership of autonomous, national, equality-seeking, charitable women's organizations dedicated to raising and sharing funds to improve the lives of all girls and women in Canada. Workplace giving is one technique for collaborative fund raising for the fund.

WFF president Darlene Jamieson and Nancy Ruth, feminist philanthropist, were at Mount Saint Vincent University

last month to participate in a pilot presentation for faculty and staff that touched on the work of five WFF member organizations — the Canadian Association of Elizabeth Fry Societies, MediaWatch, the National Association of Women and the Law, the Women's Legal Education and Action Fund and the National Congress of Black Women Foundation.

Patricia Baker, president of Mount Saint Vincent University Faculty Association, said her organization was pleased at how the presentation went, and delighted the university is providing employees with access through payroll deduction to the Women's Future Fund.

"As Canada's only university dedicated to the education of women, I see the Mount as having a particularly important role to play in ensuring that the member organizations of the Women's Future Fund — organizations that address issues critical to women and girls — receive the prominence and support they deserve," Baker said. "I know that many of our members join me in enthusiastically welcoming this endeavour on campus."

Mount Saint Vincent joins CAUT, the Association of Universities and Colleges of Canada, Cavalluzzo, Hayes, Shilton, McIntyre & Cornish, the Elementary Teachers' Federation of Ontario, Green Dragon Press, Jamieson Sterns, KidsCan Press, Koskie Minsky, the Maytree Foundation, OXFAM Canada, Sack Goldblatt Mitchell and TD Canada Trust in supporting WFF in the workplace. ■

The Women's Future Fund goal is to increase the self-sufficiency of national women's organizations that are working for equality and an increased quality of life for women and girls across Canada. The sole purpose of the WFF is to raise resources that are disbursed to member organizations. For information contact Women's Future Fund, c/o Canadian Women's Foundation, 504-133 Richmond Street, Toronto ON M5H 2L3; email: wffinfo@web.ca; 416-516-5500; www.womensfuturefund.com.

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May-June 1990 issue of *Academe*.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AALP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so

long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or *Academe* citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in *Academe*. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE PENNSYLVANIA	March 1963(15-24)	1963
AMARILLO COLLEGE TEXAS	September 1967(292-302)	1968
FRANK PHILLIPS COLLEGE TEXAS	December 1968(433-38)	1969
CONCOROIA SEMINARY MISSOURI	April 1975(49-59)	1975
HOUSTON BAPTIST UNIVERSITY	April 1975(60-64)	1975
MURRAY STATE UNIVERSITY KENTUCKY	December 1975(322-28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND HEALTH SCIENCES IOWA	April 1977(82-87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237-60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93-98)	1978
WINGATE COLLEGE NORTH CAROLINA	May 1979(240-50)	1979
OLIVET COLLEGE MICHIGAN	April 1980(140-50)	1980
NICHOLS COLLEGE MASSACHUSETTS	May 1980(207-12)	1980
YESHIVA UNIVERSITY NEW YORK	August 1981(186-95)	1982
AMERICAN INTERNATIONAL COLLEGE MASSACHUSETTS	May-June 1983(42-46)	1983
METROPOLITAN COMMUNITY COLLEGES MISSOURI	March-April 1984(23a-32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November-December 1984(1a-10a)	1985
TALLAOEGA COLLEGE ALABAMA	May-June 1986(6a-14a)	1986
SOUTHERN NAZARENE UNIVERSITY OKLAHOMA	November-December 1986(7a-11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May-June 1987(33-38)	1987
HUSSON COLLEGE MAINE	May-June 1987(45-50)	1987
HILLSOALE COLLEGE MICHIGAN	May-June 1988(29-33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May-June 1988(49-54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY NORTH CAROLINA	May-June 1989(35-45)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September-October 1989(27-40)	1990
OEAN COLLEGE MASSACHUSETTS	May-June 1991(27-32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May-June 1992(37-41)	1992
LOMA LINDA UNIVERSITY CALIFORNIA	May-June 1992(42-49)	1992
CLARKSON COLLEGE NEBRASKA	May-June 1993(46-53)	1993
NORTH GREENVILLE COLLEGE SOUTH CAROLINA	May-June 1993(54-64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May-June 1993(65-70)	1993
UNIVERSITY OF BRIDGEPORT	November-December 1993(37-45)	1994
BENEDICT COLLEGE SOUTH CAROLINA	May-June 1994(37-46)	1994
NYACK COLLEGE NEW YORK	September-October 1994(73-79)	1995
BENNINGTON COLLEGE	March-April 1995(91-103)	1995
ALASKA PACIFIC UNIVERSITY	May-June 1995(32-39)	1995
ESSEX COMMUNITY COLLEGE MARYLAND	May-June 1995(40-50)	1995
ST. BONAVENTURE UNIVERSITY NEW YORK	July-August 1995(65-73)	1996
NATIONAL PARK COMMUNITY COLLEGE ARKANSAS	May-June 1996(41-46)	1996
SAINT MEINRAO SCHOOL OF THEOLOGY INDIANA	July-August 1996 (51-60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May-June 1997 (53-58)	1997
BRIGHAM YOUNG UNIVERSITY	September-October 1997 (52-71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May-June 1998 (46-55)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May-June 1998 (56-62)	1998
JOHNSON AND WALES RHODE ISLAND	May-June 1999 (46-50)	1999
MOUNT MARTY COLLEGE SOUTH DAKOTA	May-June 1999 (51-59)	1999
ALBERTUS MAGNUS COLLEGE CONNECTICUT	January-February 2000 (54-63)	2000
CHARLESTON SOUTHERN UNIVERSITY SOUTH CAROLINA	January-February 2001 (63-77)	2001
TIFFIN UNIVERSITY OHIO	January-February 2002 (53-63)	2002
UNIVERSITY OF DUBUQUE IOWA	September-October 2001 (62-73)	2002

BOOKSHELF COIN DES LIVRES

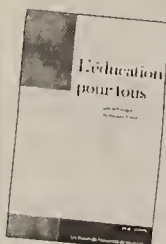
QUICK REVIEWS



Adapted Physical Activity

Robert D. Steadward, Garry D. Wheeler & E. Jane Watkinson, eds. Edmonton: University of Alberta Press & Steadward Centre, 2003; 704 pp; hardcover \$89.95 ca.

Persons with disability have come a long way — from concerns with mere survival to opportunity for Paralympic glory. Today, the study of adapted physical education and adapted physical activity, supported by principles of inclusion, is opening doors to a wide range of practices and opportunities for people with physical and mental disabilities and for the burgeoning aging population. In *Adapted Physical Activity*, established researchers and experienced service providers examine sport, physical activity, recreation and physical education from sociocultural, psychological and functional (biological) perspectives. This textbook encourages readers to adopt a critical thinking approach to issues of inclusion, functional description and adaptations, physical activity and rehabilitation, adapted physical education, active living, physical activity in community settings, elite sport and technology. *Adapted Physical Activity* prepares practitioners and students to discuss, from a philosophical perspective, the development and state of physical activity opportunities across the continuum of school physical education, community recreation and elite sport. Future leaders and thinkers in the field of adapted physical activity will be able to synthesize these materials to gain a perspective of the variety of forces, influences and movements that have taken persons with disabilities from abandonment, obscurity, persecution and segregation towards their full inclusion and participation in society.



L'éducation pour tous : Une anthologie du Rapport Parent

Claude Corbo, rédacteur. Montréal : Les Presses de l'Université de Montréal, 2002; 440 p.; 34.95 \$ CAN (cartonné).

Peu de rapports gouvernementaux ont provoqué autant de discussions et de controverses que le Rapport Parent. Ce dernier ne visait pas moins que de restructurer de fond en comble le système d'éducation québécois. L'intérêt que suscita la Commission royale

d'enquête sur l'enseignement dans la province de Québec, oeuvrant entre 1961 et 1966, et la mise en place ultérieure d'une majeure partie de ses recommandations font en sorte que son rapport final, nommé d'après le président de la Commission, Mgr Alphonse-Marie Parent, constitue un des documents fondateurs de la société québécoise contemporaine. Cette anthologie révèle le travail complexe de la Commission et l'actualité de ses convictions même quarante ans après. Un choix judicieux, parmi les 1 485 pages et les 576 recommandations de l'original, permet de saisir la nouvelle philosophie de l'éducation dont le souci principal était une démocratisation du système scolaire et universitaire. La Commission recommandait non seulement la création de nouvelles institutions devenues depuis part entière de l'éducation québécoise, comme le ministère de l'Éducation ou le CEGEP, mais elle réclamait aussi une uniformisation des droits d'accès à la formation et à l'éducation.

Quick Reviews produced from information supplied by publishers.

HOMEWORK!

Squares & Cubes

The quartets (1, 2, 3, 4), (1, 2, 2, 4) and (2, 2, 4, 4) all have the interesting property that the square of the sum of the numbers in the set is equal to the sum of the cubes of the numbers. For example, $(1 + 2 + 2 + 4)^2 = 9^2 = 81 = 1^3 + 2^3 + 2^3 + 4^3$. Find as many sets of six whole numbers as you can which have the same property of having the sum of their cubes equal to the square of their sum. You can repeat a number in the sextet.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

An Administrator's Guide to the Modern Canadian University



Growth & Governance of Canadian Universities: An Insider's View

Howard C. Clark. Vancouver: University of British Columbia Press, 2003; 240 pp; hardcover \$85 ca., paper \$24.95 ca., (paper edition available Jan. 2004).

By PETER ANDERSON

NEW Zealander Howard Clark arrived in Canada in 1957 to take up a position as assistant professor in the chemistry department of the University of British Columbia. His association with Canadian universities continued over the next 38 years with academic opportunities that took him from British Columbia to Ontario to Nova Scotia. Each move was accompanied by a step up the administrative ladder that culminated with Clark serving as president of Dalhousie University for eight years until his retirement in 1995.

Growth & Governance of Canadian Universities is a personal memoir describing Clark's attitudes to and experiences with changes brought about in Canadian universities by growth and shifts in emphasis in the last half of the 20th century. An expanding experimental science component in the curricula of universities greatly accelerated change in these years. Facilitating research that might have economic benefits has long been an interest of the federal government and Clark's career reflects this influence.

His early success at UBC was due to his ability to attract research funding, not only from the Canadian National Research Council, but also from the U.S. military. At the University of Western Ontario in the 1960s, he quickly adapted to "excellence," "innovation," and "targeted funding." As department head, he was a major organizer in the formation of a company housed in Western's chemistry department. University administrations in Canada have largely embraced the commercialization of knowledge and this may well account for Clark's rise to higher levels of administration.

Regrettably, Clark offers limited insight on his involvement with teaching. It would have been of interest to have had some comment on the pressure on university departments such as chemistry and physics whose major role in the undergraduate curriculum for many years has been the provision of introductory service courses to biology, biochemistry and engineering students. It seems odd that after 20 years as a university lecturer Clark writes that his time as vice-president academic at the University of Guelph gave him "needed experience in public speaking." (p. 77)

Certainly his interest in matters of importance to the academic community is not from a faculty union point of view. As he points out, he and a colleague were the last individuals at Western appointed as department heads without term before such positions became term appointments. (p. 50) In a show of power, the board of governors overruled the recommendation of the selection committee that Clark be appointed chair, not head, for a five-year term. If he were sensitive to the changes underlying this conflict, one wonders why he did not negotiate with the board to go along with the committee's view and not merely register his "astonishment." Twenty years later, his relationship with Dalhousie Faculty Association led to confrontations between the union and the board. A strike with lingering bitterness developed in 1988. Some effects ousted President Clark, with subsequent strikes in 1998 and 2002.

Clark's antipathy toward collective bargaining is evident. The book is sprinkled with comments such as: "There are other equally negative outcomes of faculty unionization." (p. 183) He blames CAUT for educating and informing faculty association negotiators while "in too many cases negotiators for the boards arrived at negotiation meetings unprepared." (p. 182)

It is hard to believe widespread and ongoing unionization of academic staff in Canada could happen without substantial faculty support. Reasons for this could have been addressed from a university administrator's perspective, but in Clark's book they are not. Perhaps the value of this book is in its personal nature. But it is much less successful in providing snapshots of the changing university climate in Canada in the 60s than J.A. Corry's *Farewell the Ivory Tower* (Montreal & Kingston: McGill-Queen's University Press, 1970). It does not provide either the depth of explanation or insight concerning these and subsequent changes that David Cameron does in *More Than an Academic Question* (Halifax: Institute for Research on Public Policy, 1991). It does, however, provide exposure to the views of an individual who occupied positions at various Canadian universities and rose through the levels of university administration. ■

Peter Anderson is a professor in the Department of Biochemistry, Microbiology and Immunology at the University of Ottawa. He is a former member of the executive of the Association of Professors of the University of Ottawa and a past president of the Canadian Federation of Biological Societies.

UBC Student Wins CAUT Fellowship

UNIVERSITY of British Columbia PhD student Melanie Badali has won CAUT's J.H. Stewart Reid Memorial Fellowship for her research work in the area of clinical and health psychology.

Badali is studying the role of environmental, psychosocial and sociocultural factors in pain experience, assessment and management. "Pain is a pervasive and universal form of human distress," she says. "Its under management is a serious problem for individuals, those who care for them and the public at large."

Badali has published articles and conference papers on the topic of pain in numerous journals,

including Behavioral and Brain Sciences, Clinical Journal of Pain, Canadian Psychology, Pain Research and Management, Pain Forum and The Journal of Pain. She is actively involved in professional organizations and recently served as guest editor to the Clinical Journal of Pain for a special issue on the detection of pain deception and malingering. She has also been distinguished by a number of scholarly awards, including fellowships from the Canadian Institutes of Health Research and the Social Sciences and Humanities Research Council of Canada.

Badali graduated with a first class honours degree in psychology

from McGill University and a M.A. (clinical psychology) from UBC. The doctoral candidate is now conducting research under Dr. Kenneth Craig's supervision in the department of clinical psychology. ■

The J.H. Stewart Reid Memorial Fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The \$5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university.

Version française à la page A8.

University Governance Does Matter

Governing Higher Education: National Perspectives on Institutional Governance

Alberto Amaral, Glen A. Jones and Bert Karseth, eds. Dordrecht, Boston, London: Kluwer Academic Publishers, 2002; 298 pp; hardcover \$115 us.

By WILLIAM BRUNEAU

THIS book is reminiscent of a Three Stooges film, *Nertsey Rhymes* (1933). We find Moe, Larry and Curly as children, unable to sleep in their oversized crib. Daddy (Ted Healy) is thinking of telling them a bedtime story. But the Stooges are noisy and interrupt daddy's train of thought. He snaps on the overhead light, surprising the "kids" in a game of hide-and-seek. By film's end everyone is the worse for wear, but the viewer has a fine time.

Think now of higher education managers and civil servants in Europe and North America. In many cases, these are men and women eager to play the game of "accountability." Their idea is to make universities mission-oriented. For the sake of economic efficiency they may bypass academic senates and university councils. Like the Stooges they don't think they're doing anything wrong. And like the Stooges they are surprised when somebody turns on the light. This book plays the role of Ted Healy.

Although the 15 essays in the volume deal with national and regional reforms of university governance, Harry de Boer's paper on recent changes in Dutch higher education is representative. Mind you, de Boer's English leaves something to be desired, his reference list is incomplete and he appeals a little too much to social and institutional theory. But these need not distract us from the overarching interest and value of his work and of the book. For if de Boer listens overmuch to the siren song of social theory, so do his colleague authors. Despite clumsy English and a certain ponderous abstraction de Boer's paper (like the book as a whole) has the effect of a 300-watt lightbulb.

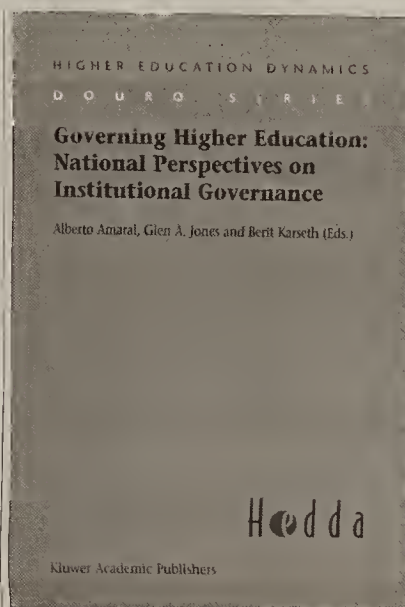
De Boer argues for "Trust, the Essence of Government." Referring to sources as various as Machiavelli, R. Coase ("The Nature of the Firm," 1937), and institutional theorists of the 1990s (Miller's *Managerial Dilemmas*, 1992, notably), de Boer claims that managerial "reform" in the end makes university administration more hierarchical than ever. University teachers are less and less free to manage themselves as universities "exude an atmosphere of tight forms of surveillance and control." (p. 44)

De Boer comes to his conclusion indirectly. With tongue in cheek he imagines a university president with two advisors, each with a .6 chance of being right about something or other. Three are better than two and, "The implications for hierarchies are that those units or individuals that have knowledge and expertise will not only be asked to utilize this expertise, but will increasingly manage to secure a share of the decision-making power." (p. 45) Hierarchs want to be right. Therefore a good hierarchy works best when information and advice flow freely up and down the chain of command. Things will be better still if the interests of the whole organization are visible to all and if there are "incentive compliance systems" to keep people from hiding private desires from higher-ups. (p. 47)

In the end, trust is the grease that keeps the hierarchy moving. A successfully autocratic hierarchy must trust her underlings and vice versa. In an effective hierarchy everyone should be able to hope for "positive outcomes from interactions with executives," for some degree of shared control and for "fairness, impartiality and status recognition." (p. 49) I must confess I had never thought of hierarchies as having these sorts of features.

We come to the Dutch university system. Like many OECD countries, Holland responded to the great academic-cultural revolution of the 1960s with legislation. The main result was to make university- and faculty-wide governing bodies more representative and participatory. At the same time the new act of university governance passed by the Dutch parliament in 1970 envisaged a division of powers familiar to North Americans, with a fairly weak executive branch on one side and a legislature on the other.

The glory days could not last. For one thing the division of power was not clear in the 1970 act. Resulting con-



fusions in policy and practice were unhelpful as universities dealt with cyclical penury (unpredictable declines in financial support from the state), waves of new students in new fields and the rise of performance-indicator-driven management in public and private life. That confusion provided an excuse for a new law in 1997. Dutch universities now have something close to boards of governors, a presidential executive and merely advisory elected bodies.

Dutch academics and students, and informed public opinion, agree the division of responsibility is an improvement over the old ways. But the net effect is to strengthen the executive branch and to encourage managerial interference in academic life.

Why is this? Why does the adoption of a North American model of governance have such anti-participatory effects?

In Holland the answer is in two parts, de Boer suggests. First, in the new system the traditional rights and privileges of discipline-based departments are gone. In the vacuum thus created, managers step in.

Second, there are the management teams themselves. These teams have appeared at all levels, and although they do not have formal decision-making power, a power theoretically in the hands of academic councils, "they certainly leave their mark on institutional and faculty decision-making." (p. 53)

Above all, the management teams — secretive, informal, powerful — have sidelined elected councils. Participation rates in elections for councils run from 10 per cent to 20 per cent: "One of the saddest stories involved a faculty council election held in 2001 where there were more candidates (41, which was exceptionally high) than voters (35, a turnout rate of just under 5 per cent)." (p. 54) De Boer thinks low participation leads to low commitment and "low levels of commitment not only influence the quality of decision-making, but also decrease the level of trust." (p. 57)

De Boer might have said much more about the powers of democratic governance. He might have shown how due process encourages the wider community to trust the university. He might have suggested that fair-minded argument and critical thinking are more likely in an open academic legislature than in a closed circle of managers. But in any case, if you grant de Boer's premise — that a hierarchy is what we have, so let's make it work — then it's interesting to find evidence that managerial "efficiency" does hierarchs no particular good.

In each of the main examples in *Governing Higher Education* — Holland, France, Norway, Belgium, Canada,

Australia and the United States — the story is roughly the same, but the starting points are strikingly different. In France, Austria and Germany, civil servants create annually a line-by-line budget "narrative" for universities, guided by past practice and taking into account that university autonomy should actually mean something. In some west-European states the entire professoriate is in the civil service and appointed by the state.

For these countries "reform" may mean the creation of biennial or triennial budgets, or "block funding," so universities are left alone to spend their money, to make their appointments, and to face their public. In Germany and Austria the forthcoming re-invention of boards of governors to spend the money and to make many academic decisions, of American-style professorial ranks, of easily-evaluated teaching practice and the acceptance of interim performance indicators to tell government and industry if the money is being "well spent" — these are the stigmata of "reform." To my mind they are signs of ever-tighter management control, a point brought home in a conference on reform in six countries, sponsored by UBC's Centre for Policy Studies in Higher Education and Training this past August.

In North America, on the other hand, professors are not civil servants and budgets have rarely been made by provincial or state governments. Budgets may be reviewed or evaluated in great detail by civil servants, but not created by civil servants. Rather, the big questions are about declining public finance for teaching and research and the rising tide of privatization.

Reform in Canadian and American jurisdictions has meant more "administrative steering," as Elaine El-Khawass remarks (p. 267), the growth of new "planning committees" (pretty much the management teams de Boer describes), in the U.S., the unplanned transfer of political-administrative power to deans (p. 270) or less predictably, in Canada, as Glen Jones writes, to various members of a university-wide "policy network." (p. 230)

Jones's piece on Canadian higher education is as disjunctive as Canada's universities themselves. Jones thinks universities make decisions on two tracks, which I would characterize as "formal" and "non-formal." Because boards of governors are less and less able to see what's at stake in big academic and administrative decisions, and because senates are breathing but moribund, it's no surprise decision-making would move elsewhere.

My inclination is to think Canadian universities and colleges are unusual only in that "process re-engineering," "performance indicators," and all the rest of the managerialist panoply are less bothersome in the short term than in other countries. The sheer anarchy of our decentralized non-system disguises the awful reality.

After 300 pages one is convinced that comparative studies of universities are needed as never before. I disagree with the editors of *Governing Higher Education* that we need them in order to show the use of "various social science disciplines," "specific theoretical perspectives," certain "generic research themes," and "key sensitising concepts." Nor do we need comparison to test those theories — theories of "organisation design and behaviour," "structure and agency," and so on. The essays in the book occasionally rely on a theory or two, partly to help with writing problems such as what shall I write about first, second, third and so on. Less often a theory may be used to "explain" X or Y.

Rather, I thought the 15 papers in *Governing Higher Education* are about politics. They provide handy raw material for anyone who wants to argue that university governance does matter, that there are common patterns of politics OECD-wide, and above all, that a strategy to revive participation and openness is within reach. That strategy requires of the Canadian professoriate a level of activism not seen since the late 1960s. If this book is right, that kind of activism will be well worth the candle. ■

William Bruneau, recently retired from the Department of Educational Studies at the University of British Columbia, is a member of CAUT's Academic Freedom and Tenure Committee.

NEWS ACTUALITÉS

Labour Board Orders One Unit at Acadia

A NOVA Scotia labour relations tribunal has granted Acadia University Faculty Association's application to combine its full-time and part-time academic staff bargaining units.

In issuing its decision, the tribunal said it was satisfied that there was "sufficient community of interest between the two bargaining units to combine into one." The decision came last month after a three-day hearing before the Nova Scotia Labour Relations Board.

The university had opposed the application, asserting the employees did "not have a community of interest."

In its ruling, the NSLRB held that "From the student perspective, the professorate assigns readings, gives lectures, conducts evaluation of performance in a variety of ways and provides feedback in different forms including final grades. While part-time faculty do not have formal research responsibilities, their teaching of credit courses gives them more in common with full-time faculty than have the librarians and instructors who are in the 'full-time' unit."

Furthermore, "The manner of remuneration of full-time faculty (salary with the full range of employment benefits) is different from the course stipends received by part-time instructors; however the full-time faculty who engage in overload teaching or give continuing or distance education courses are paid

for that work on the same basis as part-time instructors.

"There are certainly common collective bargaining issues here."

The board also noted the similarities in academic qualifications, the fact that some faculty shift from full-time contract appointments to part-time instructor status, their frequent contact at the department level, and the application of senate regulations and departmental policy to all teaching work.

Faculty association president Janice Best said faculty were delighted at the decision.

"It just makes sense to have everyone negotiate together. We're confident that a single bargaining unit will be able to make gains for all AUFA members."

CAUT president Victor Catano said the decision will have an impact on other organizing drives and labour board applications, and reinforces what CAUT has been saying all along.

"Academic staff are stronger together."

He noted single bargaining units make it more difficult for the administration to divide and conquer.

"Winning improvements for contract academic staff benefits all of us. Acadia's new arrangement will foster solidarity between members and give them a stronger voice at the table." ■

Version française à la page A12.

Contract Gains at Saint Mary's

SAINT Mary's University Faculty Union ratified a collective agreement Sept. 12, which gives bargaining unit members substantial salary improvements.

According to the union's calculations, total compensation will amount to an average increase of just more than 16 per cent over three years.

SMUFU president Michael Vance said the union achieved "a salary settlement that we believe to be one of the best in the country. The annual percentage increase will be 3 per cent per year during the contract, but given the adjustment in steps the gains are much greater."

Another significant provision is the protection against contracting out. The employer cannot hire non-members to perform work that is "ordinarily performed or which could be performed" by a member of the bargaining unit.

And in a major step forward, a new complement clause requires that the courses taught by full-time faculty "shall be greater than 70 per cent of the total number of credit courses offered by the university." If the full-time faculty allotment falls below the required level, the university is required to authorize a sufficient number of new appointments to restore the percentage to at least the required level.

There are also substantial gains in recognizing the work of professional librarians, including improved research leave provisions. ■

Une étudiante de l'UBC obtient la bourse de l'ACPPU

ÉTUDIANTE au doctorat à l'Université de Colombie-Britannique (UBC), Melanie Badali est la récipiendaire de la Bourse commémorative J.H. Stewart Reid de l'ACPPU pour ses travaux de recherche dans le domaine de la psychologie clinique et de la santé.

Melanie Badali étudie le rôle de l'environnement ainsi que des facteurs psychosociaux et socioculturels dans l'expérience, l'évaluation et le traitement de la douleur. « La douleur est une forme universelle et envahissante de la détresse humaine », affirme-t-elle. « Ne pas réussir à apaiser la douleur est un grave problème pour les gens, ceux qui se soucient d'eux-mêmes et de la population en général ».

Mme Badali a publié des articles et des communications sur la douleur dans de multiples revues savantes, dont *Behavioral and Brain Sciences*, *Clinical Journal of Pain*, *Psychologie canadienne*, *Pain Research and Management*, *Pain Forum* et *The Journal of Pain*. Elle est activement engagée dans des organismes professionnels et a récemment été une collaboratrice occasionnelle du *Clinical Journal of Pain* pour un numéro spécial sur la détection de la douleur trompeuse et de la simulation. Elle a reçu de nombreuses récompenses scientifiques, notamment des bourses de l'Institut de recherche en santé du Canada et du Conseil de re-



cherches en sciences humaines du Canada.

Mme Badali a obtenu, avec les meilleures notes, un baccalauréat en psychologie de l'Université McGill et une maîtrise en psychologie clinique de l'UBC. Candidate au doctorat, elle mène présentement des recherches sous la supervision du Dr Kenneth Craig, du département de psychologie clinique. ■

L'ACPPU a créé la bourse commémorative J.H. Stewart Reid grâce à des dons volontaires d'associations et de syndicats de professeurs ainsi que de professeurs de partout au Canada dans le but de commémorer le premier secrétaire général de l'Association. La bourse de 5 000 \$ est offerte aux citoyens canadiens ou résidents permanents du Canada inscrits à un doctorat dans une université canadienne.

English on page A6.

Bad Rx — Big Pharma & Medical Research

From PAGE A13

Although the company, Pharmacia, continues to claim that Celebrex has a superior safety profile, the U.S. Government Food and Drug Administration's arthritis advisory committee concluded, based upon the full year's data, that Celebrex offers no proven safety advantage in reducing the risk of ulcer complications. JAMA's editor laments: "I am disheartened to hear that they had those data at the time they submitted (the manuscript) to us."

It should be noted that half of the Celebrex study's 16 authors were medical faculty at eight different universities, acting as paid consultants of the company. The other eight were company employees.

In such an environment, can the public trust in the objectivity of university research?

Cases such as this one have generated a powerful reform movement within the medical research community. In an article published recently in *The Canadian Medical Association Journal*, the acceptance of drug-company funding by university researchers is compared to "dancing with the porcupine." Those who wish to dance with porcupines must exercise great care if they are to avoid painful skin punctures. By analogy, it's okay for scientists to partner with industry, so long as precautions are taken. What kind of precautions?

The general public would likely be amazed to learn that, until very recently, researchers were not required publicly to disclose who was funding their research. Worse, it was — and still is — common for medical researchers to attach their names to scholarly articles that they have neither designed nor written. That is, the experiments are designed by the drug companies and ghostwritten by drug company employees, but appear under the names of prominent doctors (who duly reap status from their colleagues, and cold cash from the company).

Important reforms, adopted in recent years by many universities, have included the requirement that investigators disclose the sources of their funding, that they take responsibility for the design of their experiments and the interpretation of the data, and that they (not the companies) have the final say as to whether to publish.

Disappointingly, however, a recent (2002) survey shows that these reforms are routinely ignored by academic institutions. It seems to be the case that universities and researchers are competing so fiercely for drug-industry funding that the reforms have been sidelined in a race to the ethical bottom.

Is it likely that any reformist approach will succeed in restoring integrity to medical research? Keep in mind that the fundamental duty of universities is "to seek truth." By contrast, the duty of pharma-

ceutical companies is "to make money for their shareholders." Thus, from the university's perspective, "partnership" with the drug industry may be characterized as "an unholy alliance" — more akin to swimming with sharks than to dancing with porcupines. To avoid becoming shark bait, universities might be wise to decline the swimming invitation altogether.

Universities and university researchers have, as their prime duty, the obligation to put the health and safety of the public above all else. When they accept drug company donations and funding, they are beholden to the companies. Disclosing this conflict of interest is scarcely an adequate solution to the problem. Would we permit our judges to own shares in for-profit prisons on condition that they disclose their shareholdings? Would we allow judges to accept payment from some of their corporate litigants? The answer is obvious. Our judicial system would lose all credibility if such practices were permitted, even with full disclosure.

Analogously, if biomedical researchers and their universities are to retain public trust, then they should simply not be permitted to put themselves into situations of financial conflict of interest. If the community values public science in the public interest, then it will have to be paid for by public tax dollars.

This does not mean that university-originated discoveries should

never be commercialized. In western marketplace societies, many of the discoveries of fundamental research will be developed and marketed commercially. It should become the job of governments to develop new mechanisms so that a fair share of the resulting profit would be captured for the benefit of universities and hospitals. There is no need for our researchers to become handmaidens of business, nor is it desirable for universities to become adjuncts of large corporations. University research and university researchers must be sequestered from the process of commercialization if we want to avoid the kinds of damaging conflicts of interest described earlier.

How might such a sequestration be achieved?

One practical possibility might be to require of any drug company which desires to bring a new drug to market that it provide to an independent institute all the funding necessary for the design and performance of a clinical trial of its drug. The institute would then allocate to qualified university and hospital researchers the task of conducting the necessary clinical trials. The independence and objectivity of clinical research would thereby be protected.

Another promising solution might lie in changes to the tax system. If industry profitably exploits the public's investment in scientific research, it could not legitimately complain when a fair share of its

profits from such research is recaptured through special taxation. The government could then provide research support through special taxes raised from corporations which make use of discoveries originating from university science.

Moreover, if drug research were publicly funded there might actually be a net saving, because drug costs would be significantly lower. At present, we waste fortunes on ineffective or positively harmful treatments, not to mention the cost of lives lost or blighted.

The stakes are certainly high. To continue on our present course is to risk losing the one commodity which, for physicians, universities and hospitals, should be viewed as beyond price: the public trust. ■

Arthur Schaler is Director of the Centre for Professional and Applied Ethics at the University of Manitoba.

1. Stelfox HT, Chua G, O'Rourke K, Detsky AS. Conflict of Interest in the Debate Over Calcium-Channel Antagonists. *New England Journal of Medicine*, 1998; 338:101-4.

A more detailed discussion of the issues raised in this article can be found in Arthur Schaler's paper "Biomedical Conflicts of Interest: A Defence of the Sequestration Thesis — Learning from the cases of Nancy Olivieri and David Healy," forthcoming publication in the *Journal of Medical Ethics*. The JME has posted the article in advance on its website <http://jme.bmjournals.com/misc/advanced.shtml>.

The views expressed are those of the author and not necessarily those of CAUT.

NEWS ACTUALITÉS

World Trade Talks Break Down — GATS Still a Threat

TALKS aimed at further liberalizing the global trading system collapsed in Cancun, Mexico last month after the world's richest nations refused to address the demands of developing countries worldwide on the thorny issue of agricultural subsidies.

Canadian trade minister Pierre Pettigrew had hoped the 5th ministerial meeting of the World Trade Organization would produce an agreement among the 146 member countries to launch an ambitious new round of global trade negotiations covering everything from goods and services to investment rules, government procurement and competition policy.

However, in a statement released after the meeting abruptly concluded without consensus, the government of Canada admitted that "some issues discussed in Cancun this week were simply not at a stage where common ground could be found."

CAUT associate executive director David Robinson, attending the Cancun meeting as an accredited delegate, expressed concern with Canadian officials about the inclusion of education services in trade rules like the WTO's General Agreement on Trade in Services.

In a presentation on trade and education, organized for the official Canadian delegation by the Canadian Teachers' Federation, Robinson emphasized that trade rules can have a negative impact on public post-secondary education.

"It's not so much that GATS forces governments to privatize or commercialize education, as it locks in and intensifies these pressures, reducing the policy flexibility of governments," he said. "The surest protection we have is to keep education at all levels out of these agreements."

Paul Robertson, Canada's chief services negotiator, said the government has clearly stated that "public education is off the table" at GATS negotiations.

However, Robinson argued that while the government appears intent to shelter K-12 education from GATS rules, it is not clear whether officials believe that post-secondary education is "public" and therefore should be equally protected.

In addition, he noted that GATS commits members to progressive liberalization of all services. Even



Sept. 10 — Anti-globalization protesters hurl WTO coffin against the fence during a demonstration at the barricaded entrance to the hotel zone of Cancun.

if education is excluded from the current round of talks, there will be future pressures to include it.

A draft ministerial statement circulated during the third day of meetings had called on WTO members to accelerate GATS negotiations and to expand the list of services they are willing to have covered by the agreement. However, continuing disagreements over agricultural subsidies scuttled the official release of the statement.

Even though WTO members could not agree on the draft statement, Robinson says there are still good reasons to be vigilant about the possibility of education services being included in GATS.

"The impasse in agriculture really overshadowed the services negotiations in Cancun," Robinson said. "But behind the scenes, there was intense pressure from developed nations and business

groups to push ahead on a more ambitious GATS round if a deal could be brokered on agriculture. The real danger was that if there was a breakthrough on agriculture, we could have seen some major concessions made on services without much debate or consideration."

These concerns were echoed by education unions from other nations. At a meeting organized by CAUT and Education International in Cancun, representatives from Canada, the United States, Australia and Europe shared their views about the potential impact of GATS and other trade agreements on education.

The National Tertiary Education Union in Australia said their organization has been aggressively pressing the Australian government not to make any new GATS commitments on education.

"If granted, the requests made by other countries for complete free trade in education would make public funding for public secondary schools and universities equally available to foreign and private schools and tertiary campuses," NTEU national assistant secretary Ted Murphy said. "This would mean reduced funding for public universities, higher fees for students and taxpayers subsidizing overseas-based commercial providers of education."

Joseph Davis of the American Federation of Teachers said the Bush administration in the U.S. is requesting significant commitments from other countries on higher education services, and is willing to make commitments of its own.

"In our meetings with American officials, we've expressed our concern about what making these

commitments might mean for the quality of higher education and the ability of states to regulate colleges," Davis said. "The response so far has been that we don't need to worry. If an educational policy or regulation is successfully challenged under GATS, we've been told, all the government would have to do is offer compensation. I somehow suspect it's more complicated than that."

Robinson claims GATS talks were not derailed in Cancun, but are continuing as part of the built-in agenda of the WTO.

"Even though Cancun ended in failure, talks are still taking place in Geneva with the aim of producing a dramatically expanded services agreement by 2005," he said. ■

Version française à la page A11.

Le revenu familial : un obstacle aux études supérieures?

SELON une enquête que Statistique Canada a rendu publique le mois dernier, les familles canadiennes occupant les échelons socio-économiques inférieurs sont beaucoup moins susceptibles de participer à des études postsecondaires.

La première Enquête sur la participation aux études postsecondaires révèle que le revenu familial des jeunes Canadiens est un des principaux facteurs qui influencent leur décision d'entreprendre des études postsecondaires.

L'enquête, qui a été effectuée auprès de 5 000 jeunes Canadiens, constate que les jeunes appartenant à une famille à haut revenu sont plus susceptibles de poursuivre

des études après le secondaire. Près de 83 % des jeunes de 18 à 24 ans appartenant à une famille dont les revenus d'emploi dépassent 80 000 \$ ont déclaré avoir entrepris des études postsecondaires.

Par comparaison, 67 % seulement des jeunes appartenant à une famille dont les gains se situent entre 55 000 \$ et 80 000 \$ avaient entrepris certaines études après le secondaire. Ce pourcentage chute à 55 % lorsque le revenu familial est estimé à moins de 55 000 \$.

« Le coût initial de l'enseignement postsecondaire est, de toute évidence, un obstacle insurmontable pour des milliers de familles canadiennes », a déclaré Ian Boyko,

président national de la Fédération canadienne des étudiantes et étudiants.

« À moins de mettre en oeuvre un système national de bourses accordées suivant les besoins et de réduire considérablement les droits de scolarité, notre système public d'enseignement supérieur deviendra chaque année plus élitiste. »

L'enquête constate d'autre part que les étudiants en général ont dépensé plus de 11 000 \$ pour une année universitaire de huit mois en 2001-2002.

Le montant total médian dépensé par les étudiants d'université à temps plein — le point où la moitié des étudiants a dépensé

plus et l'autre moitié a dépensé moins — se chiffrait à 11 200 \$. Ce montant comprend les droits et les frais de scolarité, les livres ainsi que les dépenses n'ayant pas trait aux études, comme l'hébergement, l'alimentation, les vêtements et le transport.

Les prêts étudiants du gouvernement sont venus en aide à 26 % des étudiants à temps plein, tandis que 16 % environ ont emprunté à leurs parents, à un conjoint ou à un autre membre de leur famille et que 14 % ont emprunté dans une banque ou se sont servis d'une marge de crédit bancaire pour financer leurs études.

Les résultats de l'enquête indiquent également que les jeunes ayant fait des économies étaient plus susceptibles d'avoir entrepris certaines études postsecondaires. Environ 80 % des jeunes qui ont mis de l'argent de côté par eux-mêmes se sont inscrits à des études postsecondaires, contre 70 % de ceux dont les économies ont été faites par d'autres sources. ■

Le rapport *Accès, persévérance et financement : premiers résultats de l'Enquête sur la participation aux études postsecondaires* est disponible auprès de Statistique Canada à l'adresse : www.statcan.ca/francais/IPS/Data/81-595-MF2003007.htm.

English on page A4.

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David Healy, Toronto: James Lorimer & Company Ltd., 2003: 464 pp.; paper \$29.95 cl.

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Let Them Eat Prozac

Here is a frank examination of the pharmaceutical industry and of one of the most popular drugs of the last twenty years by a psychiatrist who has been a consultant to many of the top companies.

Sales of Prozac, Paxil and Zoloft now account for billions of dollars worldwide. Despite outward expressions of confidence in these new miracle drugs, drug companies and researchers still do not know exactly how they work, or what their potential side effects are.

After years of consulting to the major companies, independent study, and prescribing Prozac and its sister antidepressants, David Healy shows that some of the patients taking Prozac, Paxil and Zoloft can become suicidal and commit suicide at a much higher rate than if they had been left untreated. The manufacturers have refused to acknowledge this risk, key national regulators have not taken

appropriate steps to protect the safety of their citizens, and critics of these drugs have been harassed and threatened.

In this book David Healy describes his transition from drug industry consultant to independent-minded critic. We meet leading figures in drug research, industry promotion, and government regulators. We are taken into the back rooms of lawsuits where industry experts go head-to-head with lawyers and victims families looking for compensation for apparently Prozac-induced suicide. We see the medical writing agencies pharmaceutical companies use to ghost write academic articles that appear in prestigious medical journals.

Near the conclusion of the book we witness Healy being offered a prestigious job at the University of Toronto, then having the offer rescinded after a talk that raised issues discussed in this book.



BY DAVID HEALY

Dr. DAVID HEALY is Reader in Psychological Medicine at the University of Wales College of Medicine and Visiting Professor of Medicine at the University of Toronto. He is author of more than 120 peer reviewed articles and more than a dozen books, including *The Antidepressant Era* (Harvard) and *The Creation of Psychopharmacology* (Harvard).

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NEWS ACTUALITÉS

Cancun : les négociations de l'OMC dans une impasse

Les pourparlers visant à libéraliser davantage le commerce mondial ont échoué le mois dernier à Cancun, Mexique, après le refus des pays les plus riches de satisfaire aux exigences des pays en développement en ce qui concerne le problème épineux des subventions agricoles.

Le ministre du commerce du Canada, Pierre Pettigrew, espérait que la cinquième rencontre ministérielle de l'Organisation mondiale du commerce permette aux 146 pays membres de s'entendre sur le lancement d'une nouvelle et ambitieuse ronde de négociations commerciales mondiales qui couvrirait tout, des biens et services aux règles d'investissement, en passant par les achats gouvernementaux et les politiques en matière de concurrence.

Dans une déclaration rendue publique après que la réunion eut pris fin abruptement, sans consensus, le gouvernement canadien a admis que certaines questions discutées pendant la semaine à Cancun n'étaient tout simplement pas encore mûres pour que l'on parvienne à un terrain d'entente.

Le directeur général associé de l'ACPPU, David Robinson, a assisté à la rencontre de Cancun à titre de délégué agréé. Il a fait part de ses inquiétudes aux représentants canadiens au sujet de l'inclusion des services éducatifs dans les règles commerciales, entre autres l'Accord général sur le commerce des services de l'OMC.

Lors d'un exposé sur le commerce et l'éducation organisé pour la délégation canadienne officielle par la Fédération canadienne des enseignantes et enseignants, M. Robinson a fait valoir que les règles commerciales pouvaient nuire à l'enseignement postsecondaire.

« Ce n'est pas tellement parce que l'AGCS force les gouvernements à privatiser ou à commercialiser l'éducation, puisqu'il l'enferme et intensifie ces pressions, donnant ainsi moins de souplesse aux gouvernements », a-t-il soutenu. « Notre protection la plus sûre est de tenir tous les piliers de l'éduca-



Le mois dernier à Cancun : Malgré une forte présence policière et militaire, les manifestants anti-mondialisation ont démantelé les barricades.

tion loin de ces accords. »

Paul Robertson, négociateur en chef du Canada pour les services, a dit que le gouvernement avait clairement déclaré que l'éducation publique ne faisait pas partie des négociations de l'AGCS.

Bien que le gouvernement semble avoir l'intention de protéger tout le système d'éducation des règles de l'AGCS, M. Robinson a toutefois soutenu qu'il n'était pas certain que les hauts fonctionnaires considéraient l'enseignement postsecondaire comme un service « public » et qu'il devait donc être protégé aussi.

Il a ajouté que l'AGCS engage les pays membres à libéraliser progressivement tous les services. Même si l'éducation est exclue des négociations actuelles, tôt ou tard des pressions seront exercées pour l'inclure.

Un projet de déclaration ministérielle a circulé le troisième jour de la rencontre. On y exhortait les membres de l'OMC à accélérer les négociations de l'AGCS et à augmenter la liste des services qu'ils étaient prêts à inclure dans l'accord. Les désaccords continus au sujet des subventions agricoles ont cependant empêché la diffusion de la déclaration officielle.

Même si les membres de l'OMC n'ont pu s'entendre sur le projet de déclaration, M. Robinson estime qu'il existe encore de bonnes raisons d'être vigilants face à l'inclusion possible des services éducatifs dans l'AGCS.

« L'impasse en agriculture a vraiment éclipsé les négociations sur les services à Cancun », a ajouté M. Robinson. « En coulisse cependant, les pays développés et les groupes d'affaires exerçaient d'intenses pressions en faveur de négociations plus ambitieuses pour l'AGCS advenant une entente en agriculture. Or, il y avait un véritable danger si une percée se faisait en agriculture, car nous risquions d'aboutir à des concessions importantes en matière de services sans qu'elles aient été débattues ou examinées. »

Des syndicats du milieu de l'éducation d'autres pays ont fait écho à ces préoccupations. Lors d'une rencontre organisée par l'ACPPU et l'Internationale de l'éducation à Cancun, des représentants du Canada, des États-Unis, de l'Australie et d'Europe ont partagé leurs points de vue sur les conséquences possibles de l'AGCS et d'autres accords commerciaux pour l'éducation.

Le représentant du National Tertiary Education Union d'Australie a dit que son organisme exerçait de fortes pressions sur le gouvernement afin qu'il ne prenne pas de nouveaux engagements pour l'éducation dans le cadre de l'AGCS.

« Si elles sont accueillies, les demandes d'autres pays en faveur d'un libre-échange total pour l'éducation feraient en sorte que les fonds publics destinés aux écoles secondaires publiques et aux universités seraient également accessibles

aux écoles étrangères et privées ainsi qu'aux campus tertiaires », a déclaré le secrétaire adjoint national du NTEU, Ted Murphy. « Le financement des universités serait par conséquent réduit, les droits de scolarité seraient plus élevés et les contribuables subventionneraient des fournisseurs commerciaux de services éducatifs situés à l'étranger. »

Joseph Davis, de l'American Federation of Teachers, a affirmé que le gouvernement Bush, aux États-Unis, demandait des engagements importants de la part des autres pays en ce qui concerne l'enseignement supérieur et qu'il était disposé à prendre lui aussi des engagements.

« Lors de nos rencontres avec les responsables américains, nous leur avons confié que nous étions préoccupés par ce que ces engagements pouvaient signifier pour la qualité de l'enseignement supérieur et la capacité des états à réglementer les collèges », a mentionné M. Davis. « Jusqu'à maintenant, on nous a répondu qu'il était inutile de nous inquiéter. On nous a dit que si une politique ou un règlement en matière d'éducation était contesté avec succès aux termes de l'AGCS, le gouvernement n'aurait qu'à offrir une compensation. Je soupçonne que c'est plus compliqué que ça. »

David Robinson prétend que les pourparlers de l'AGCS n'ont pas déraillé à Cancun et qu'ils se poursuivent dans le cadre du programme prédefini de l'OMC.

« Même si la rencontre de Cancun a échoué, des négociations sont toujours en cours à Genève dans le but de produire d'ici 2005 un accord sur les services radicalement étendu », a-t-il déclaré. ■

English on page A9.



10 septembre : Les agriculteurs défient le cordon de sécurité dressé par la police.

The perfect environment for vertical development

METEOROLOGISTS REFER TO THEM INFORMALLY as "fair-weather cumulus" clouds – the puffy white giants that scud across the sky, typically on a summer afternoon. Given the right environmental conditions, they sometimes chum upwards, billowing with energy and lofty potential. These clouds of vertical development, as they are called, are among the most majestic sights of the daytime sky, and no two are exactly alike. Similarly, every academic career is a unique expression of the environment in which it is formed. And institutions fostering an environment conducive to vertical development are apt to witness impressive storms of intellectual output and academic growth.

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UNIVERSITY OF
WINDSOR

ACTUALITÉS

Les professeurs d'Acadia regroupés en une seule unité de négociation

UN tribunal des relations du travail de la Nouvelle-Écosse a fait droit à la demande que l'association des professeurs de l'Université Acadia avait déposée en vue de regrouper les unités de négociation des professeurs à temps plein et des professeurs à temps partiel.

En rendant sa décision le mois dernier après trois jours de séance, le Conseil des relations du travail de la Nouvelle-Écosse a précisé qu'il avait pu établir l'existence « d'une communauté d'intérêts suffisante entre les deux unités de négociation pour justifier leur regroupement ».

L'université s'était opposée à la demande en faisant valoir que les employés des deux unités « ne partageaient pas de communauté d'intérêts ».

Dans sa décision, le Conseil a fait valoir que « les professeurs donnent des lectures et des cours aux étudiants, évaluent et commentent leur rendement de diverses façons et leur attribuent une note finale. Bien que les professeurs à temps partiel n'assument pas officiellement de responsabilité en matière de recherche, le fait qu'ils dispensent des cours à crédits leur donne plus de choses en commun avec les professeurs à temps plein, comparativement aux bibliothécaires et aux chargés de cours faisant partie de l'unité à temps plein ».

D'autre part, « le système de rémunération des professeurs à temps plein (salaire et gamme complète des avantages sociaux) est différent de la formule de rémunération au cours versée aux professeurs à temps partiel. Cependant, les professeurs à temps plein qui absorbent une surcharge de travail ou qui donnent des cours d'éducation permanente ou de formation à distance sont rémunérés pour ce travail de la même façon que les professeurs à temps partiel ».

« Il existe certes en l'occurrence des points communs de négociation collective. »

Le Conseil a souligné également les similitudes des tâches universitaires, le fait que certains professeurs passent du statut de contractuel à temps plein à celui de chargé de cours à temps partiel, leurs communications fréquentes à l'échelle du département ainsi que l'application des règlements du sénat et des politiques du département à toutes les tâches d'enseignement.

La présidente de l'association des professeurs, Janice Best, a fait savoir que le corps professoral était très heureux de la décision.

« Il est tout à fait logique que le personnel négocie tout ensemble. Nous sommes convaincus qu'une seule unité de négociation bénéficiera à tous les membres de l'association. »

Le président de l'ACPPU, Victor Catano, a déclaré que la décision aura des incidences sur les autres efforts de syndicalisation et les autres demandes qui seront présentées aux conseils des relations du travail. Elle vient renforcer le principe que l'ACPPU défend depuis le début : « L'unité fait la force du corps professoral ».

Il a ajouté qu'il devenait plus difficile pour l'administration de diviser pour régner face à une seule et même unité.

« L'amélioration des conditions de travail des professeurs contractuels saura profiter à tous. La nouvelle structure qui en résultera à l'Université Acadia favorisera la solidarité entre les membres qui se feront mieux entendre à la table des négociations. » ■

English on page A8.

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by visual artists, photographers, video artists, filmmakers, media artists, composers and writers. The Foundation offers, at no cost, thirteen furnished apartments, a reference library, a darkroom, an artist's studio, and a music composition studio. The residential fellowship is accompanied by a stipend of \$3,500 US, awarded automatically to each recipient of the grant. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty, including professors emeriti, who intend to pursue special studies while on leave from their institutions; independent scholars working on specific projects; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; visual artists, photographers, video artists, filmmakers, media artists, composers and writers with specific projects to complete. Applicants from all countries are welcome. Application deadline is February 1 for the following academic year. Effective 2005, the application deadline will be January 15th.

For additional information and application forms, please log on to the Foundation's Web site: www.camargofoundation.org or write to:

THE CAMARGO FOUNDATION
 U.S. Secretariat
 125 Park Square Court
 400 Sibley Street
 Saint Paul, MN 55101-1928 USA

ADVERTISEMENT

ACCOUNTANCY

■ CONCORDIA UNIVERSITY – The John Molson School of Business, tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor, effective June 1, 2004. Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level, and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the Summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department: The Department of Accountancy, located in beautiful Montreal, is the only department in Canada accredited by the AACSB – The International Association for Management Education. It is one of five departments in the John Molson School of Business. The department has 25 full-time faculty members, is one of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department offers courses at the undergraduate, Diploma, MBA and PhD levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc in Administration, an MBA program (with Executive and Aviation options), and a joint PhD program. The Faculty's programs are also accredited by the Association of MBAs. Contact Dr. Dominic Pettit-Rivest directly or send your complete application package by December 1st, 2003 to Dr. Dominic Pettit-Rivest (drivet@ymail.concordia.ca), Chairman, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (Tel: 514-688-2424, ext. 2778). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ADMINISTRATIVE POSITIONS

■ THE UNIVERSITY OF WINDSOR invites applications, nominations, and expressions of interest to the new position of Vice-Provost, Students and Registrar. The position of the Vice-Provost, Students and Registrar is diverse, and will be responsible for all aspects of student life from the student's first moment of interaction with the University, through recruitment and admissions, to campus life in housing and recreation, student services, and the management of student records and other data bases. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindor.ca.

ANTHROPOLOGY

■ WILFRID LAURIER UNIVERSITY – The Department of Sociology and Anthropology invites applications for a tenure-track appointment in Anthropology at the rank of Assistant Professor, commencing 1 July 2004, subject to budgetary approval. A PhD is required, preferably with some teaching experience. We are seeking a sociocultural anthropologist who works among Indigenous Peoples in Canada, with specializa-

tion in ethnohistorical and contemporary perspectives on colonialism. The successful candidate will also be prepared to teach on traditional Native cultural patterns in our four-year undergraduate anthropology program. The design of a departmental interdisciplinary MA in Cultural Studies and Social Theory is in progress; its implementation will provide a future opportunity for graduate teaching. Applicants should send a 1 or 2 page cover letter, full curriculum vitae, evidence of teaching excellence, ONE sample publication, and arrange to three letters of reference to be sent by Friday 28 November 2003 to Dr. Andrew Lyons, Chair, Department of Sociology and Anthropology, Wilfrid Laurier University, Waterloo Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

APPLIED HUMAN SCIENCES

■ CONCORDIA UNIVERSITY – The Faculty of Arts & Science, has one tenure-track position available in the field of Human Systems Intervention. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/interne/pps.cfm>.

APPLIED MATHEMATICS

■ THE UNIVERSITY OF WATERLOO – Applications are invited for a tenure-track faculty position in the Department of Applied Mathematics. In the field of Mathematical Physics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be considered). Applicants interested in applicants in the areas of quantum theory (preferably, but not limited to, quantum information theory) or statistical physics. Candidates should show evidence of outstanding potential in research and should have a strong background in both mathematics and physics. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Waterloo is developing into a very active and large centre for research in mathematical physics. In particular, the successful applicant may be considered for an Associate Membership at the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca). The successful applicant may also become a member of the Institute for Quantum Computing at the University of Waterloo (www.iqcc.ca). Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is January 15, 2004. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics is a part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty also includes the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science. We maintain close ties with the Faculties of Science and Engineering regarding both research and teaching, and

we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department may be obtained from our web page at www.math.uwaterloo.ca/AM_Dep/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ THE UNIVERSITY OF WATERLOO – The Department of Applied Mathematics, invites applications for a tenure-track faculty position in the field of scientific computing and computational mathematics, to begin on or after July 1, 2004. The position is at the Assistant Professor level and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). Applicants should have as their primary interest the development and analysis of algorithms for the effective computer solution of fundamental problems in science and engineering. We are particularly interested in applicants whose area of application is in biomechanics, control theory, mathematical imaging, mathematical biology or stochastic processes, although successfully qualified applicants in other areas may also be considered. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for the supervision of graduate students and for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The deadline for receiving applications is December 1, 2003. Applications received after this date will be considered only if the position has not been filled. The position above is being advertised, in conjunction with similar ones across the Faculty of Mathematics, as part of a major expansion in the area of scientific computing and computational mathematics. This expansion will include the creation of a Centre for Computational Mathematics in Industry & Commerce, which will oversee the recently introduced program in Computational Mathematics at the undergraduate level, and a significant growth in graduate studies in the area. The Department of Applied Mathematics, together with the Depart-

ments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. There are also close collaborations with the Faculties of Engineering and Science in the University and with the nearby Perimeter Institute of Theoretical Physics. Further information about the Department may be obtained from our web page at www.math.uwaterloo.ca/AM_Dep/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

ARCHAEOLOGY

■ WILFRID LAURIER UNIVERSITY – The Department of Archaeology and Classical Studies at Wilfrid Laurier University invites applications for up to two tenure-track positions, at the rank of Assistant or Associate Professor, effective July 1, 2004, subject to budgetary approval. The successful candidate(s) must have a PhD or be certain of its completion before beginning the appointment. We are seeking candidates in the following areas: 1) candidates whose research is in Greek history or Greek social history, who will also be competent to teach courses in Classical civilization and Classical languages; 2) candidates with a research specialty in the technical aspects of archaeology, who will be competent to teach courses in introductory archaeology, method and theory, scientific applications, and quantitative methods. Other requirements include a demonstrated excellence in teaching, and evidence of a research program and publications. Applicants are asked to submit a curriculum vitae, a covering letter outlining their interest in the position and their research interests, a short teaching dossier, a writing sample (maximum 25 pages), and to arrange for two letters of reference to be sent to: Professor Joann Fried, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1, by November 14, 2003. All qualified candidates are encouraged to apply; however, Canadians, Citizens and Permanent Residents of Canada, will be considered first for the position(s). The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.



Simon Fraser University Assistant Professors Department of Physics

The Physics Department at Simon Fraser University invites applications for one or more tenure track Assistant Professorships, to take effect in September 2004, subject to final budgetary approval. We are searching for individuals of outstanding background and exceptional promise who will establish vigorous independent research programs and who will have a strong commitment to undergraduate and graduate teaching.

The Physics Department has a very broad research program in condensed matter physics and materials science, as well as research programs in biological physics, dynamical systems and high energy physics. In this current search, we are particularly interested in theoretical astrophysicists, cosmologists and particle physicists, experimentalists and theorists in atomic and molecular physics and experimentalists in soft condensed matter physics or biological physics. However, excellent candidates in any area that complements the department's existing research programs will be given serious consideration. Exceptional candidates may be considered for appointment as a Canada Research Chair. The Physics Department's home page can be accessed via <http://www.sfu.ca/physics>.

All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications should include a curriculum vitae, publication list and a short statement of research and teaching interests.

Candidates should arrange for three letters of recommendation to be supplied in confidence. All correspondence should be directed to Professor David Boal, Chair, Department of Physics, Simon Fraser University, 8888 University Drive, Burnaby BC, Canada V5A 1S6 by December 1, 2003.

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Answer to Homework!

From page A6. Here are some examples: (1, 2, 3, 4, 5, 6), (1, 2, 2, 3, 4, 6), (1, 2, 2, 4, 4, 6), (2, 2, 4, 4, 6, 6), (3, 3, 3, 6, 6, 6), (6, 6, 6, 6, 6, 6). Those of you anticipating long waits in airports might wish to investigate the situation with sets of numbers of different sizes.

THE UNIVERSITY OF BRITISH COLUMBIA Department of Botany Faculty position in Plant Physiology

The Department of Botany invites applications for a tenure-track faculty position at the level of Assistant Professor in the area of Plant Physiology. Candidates should have a PhD, and postdoctoral experience, with a demonstrated record of research excellence in plant physiology. Applicants with expertise in any area of plant physiology, from whole plant physiology to cellular/molecular physiology, are encouraged to apply. Successful candidates will be expected to establish an internationally competitive research program, and will contribute to undergraduate teaching in the areas of plant physiology, cell physiology, and/or introductory biochemistry within the UBC Biology Program. Deadline for applications is November 15, 2003. Applicants should arrange to have three letters of reference sent by mail, and send a CV and a statement of research and teaching interests by mail or E-mail to:

Chair, Physiologist Search Committee, Department of Botany, University of British Columbia, #3529 – 6270 University Boulevard, Vancouver, BC V6T 1Z4 Canada. Email: position@mail.botany.ubc.ca

UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however Canadians and permanent residents of Canada will be given priority. This position is subject to final budgetary approval.

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CAREERS CARRIÈRES

DEAN, ONTARIO VETERINARY COLLEGE

The University of Guelph has commenced a search for a Veterinarian to serve as the new Dean of the Ontario Veterinary College. As the College's senior academic leader, the Dean plays a key role in maintaining and enhancing Guelph's standing as one of the best veterinary colleges in North America. The University of Guelph combines a high-quality, student-focused, educational environment with a record of scholarly achievement that places it among Canada's most research intensive institutions. Achievements at the Ontario Veterinary College substantially contribute to this standing. The University is committed to innovative programs, internationalism and interdisciplinary, dynamic student-faculty interaction, and an integration of learning and research.

A Search Committee, chaired by Acting Provost, Maureen Mancuso, has begun consultations, and anticipates that a full Position Profile will be available by the end of September. Further information on the search can be found at <http://www.uoguelph.ca/facultyjobs/postions.html>. Requests for the Profile, expressions of interest, or suggestions of suitable candidates should be submitted in confidence at any time to the address shown below. The Search Committee will begin consideration of candidates in November 2003, and is seeking a highly qualified individual who can take office no later than July 1, 2004.

Contact: Maureen Mancuso, Acting Provost and Vice President (Academic), E-mail: provost@uoguelph.ca, Phone: 519-824-4120, ext. 53845, Fax: 519-767-1693

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF GUELPH



McGill

Tenure-Track Positions
Department of Biology

McGill University is seeking to fill tenure-track positions:

- 1) in the biology of **invasive species** and
- 2) in the area of **conservation ecology**

The first position is a cross-appointment in the Biology Department, the Redpath Museum and the McGill School of Environment, the second is a position in the Biology Department

The successful candidates will join a strong, integrated group in ecology, evolution and biodiversity. The appointees will be expected to teach at the undergraduate and graduate levels, supervise graduate students, and develop a strong, externally funded research program. Consult <http://www.mcgill.ca>

www.mcgill.ca

www.mcgill.ca/biology_fmse_and_redpath for information on the staff and facilities associated with these positions. Applications at any rank will be considered for the position in conservation ecology.

Send curriculum vitae, letter of application for one or both positions, and arrange for three letters of reference all to be received no later than **3 November 2003** by

Louise Sabaz
Biology Department
McGill University
1205 Dr. Penfield
Montreal, Quebec, Canada H3A 1B1

All qualified applicants are encouraged to apply, however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

ART DRAMATIQUE

■ **L'UNIVERSITÉ YORR** — Le Département d'études pluridisciplinaires de Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste permanent, à temps plein, au rang de professeur(e), à l'automne dans le Programme d'art dramatique. La création de ce poste est liée à la mise en œuvre du Centre de la culture de l'Université. Les candidats doivent être bilingues (français/anglais), et doivent avoir démontré leur capacité à enseigner. À des étudiants du premier cycle, l'histoire, la théorie et la pratique du théâtre dans le monde occidental. Les candidats doivent être impliqués activement dans la recherche, détenir un doctorat en art dramatique ou en études théâtrales et posséder une expérience considérable dans la production théâtrale professionnelle, de préférence comme metteur en scène ou comme directeur. Les candidats détenant un MFA seront aussi considérés. La personne retenue doit être prête à donner des cours au niveau du premier cycle à l'échelle de son tout le la théorie et de la pratique et des textes représentatifs d'art dramatique du 20^e siècle, également à diriger des productions réalisées par les étudiants au Théâtre Glendon, une salle genre « chambre noire », et d'entretenir l'équipe, située sur le campus. La personne retenue devra enseigner au niveau des 2^e et 3^e cycles, diriger des travaux de recherche et de création en art dramatique et dans les domaines connexes, et assumer des responsabilités administratives dans le cadre du programme. Le salaire offert sera fixe en fonction de la convention collective et de l'expérience. Prière de faire parvenir, au plus tard le 5 janvier 2004, une lettre de candidature, accompagnée du curriculum vitae, à Monsieur Robert Wallace, Coordonnateur, Programme d'art dramatique, Collège universitaire Glendon, Université York, 2275 Van Horne Avenue, Toronto (Ontario), Canada M4M 4W6 (wallace@glendon.yorku.ca).

ART HISTORY

■ **CONCORDIA UNIVERSITY** — The Department of Art History invites applications for a tenure-track position at the Assistant Professor level, to be filled by 1 June, 2004. Candidates must hold a completed PhD in Art History and have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of M.A. students who are undertaking theses in North American art and architecture with a particular emphasis on topics in Canadian art. The candidate should be able to read and communicate in both English and French in order to function in the bilingual environment of the University of Montreal. We are currently collaborating with three other Quebec universities. The Department is situated within the Faculty of Arts and Sciences. We are committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory. The Department is interested in art historians who are active in a variety of fields and approaches within the discipline. We shall look closely at individuals who have expertise in two areas of art historical investigation, one of which should be contemporary art. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr.

Loien Lene, Chair, Department of Art History, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M6 by January 30, 2004. You will be contacted should your qualifications be required or should you be invited for an interview in Montreal, a process to include a public lecture by the Department. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ASIAN STUDIES

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Dept. of Asian Studies seeks to appoint an Assistant Professor (tenure track) of South Asian History, Language and Culture. The successful candidate is expected to have an earned doctorate, an outstanding research agenda, excellent knowledge of a South Asian language (required for hire), his research and evidence of excellence in scholarship reflected in published or forthcoming works. Applicants should send a letter of application describing their research interests and agenda, a current CV, and complete transcripts of university level education, and should arrange for three letters of reference to be sent to the Chair, South Asian Search, Dept. of Asian Studies, Univ. of British Columbia, Vancouver, British Columbia, Canada V6T 1Z2. Letters of application and supporting materials can also be sent electronically to asiaadmissions@ubc.ca. The deadline for applications is December 15, 2003. The position will commence July 1, 2004, and is subject to final budgetary approval. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however Canadians and permanent residents of Canada will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Biology invites applications for a tenure-track position at the level of Assistant Professor in the field of Japanese applied linguistics at the rank of Instructor I, with responsibility for coordination of the largest Japanese-language program in North America. Requirements include a graduate degree in a related discipline, a minimum of five years of teaching experience, and a demonstrated ability to conduct and disseminate innovative research. Successful candidates will be expected to teach undergraduate and graduate courses, and from the outset to assist in the supervision of M.A. students who are undertaking theses in North American art and architecture with a particular emphasis on topics in Canadian art. The candidate should be able to read and communicate in both English and French in order to function in the bilingual environment of the University of Montreal. We are currently collaborating with three other Quebec universities. The Department is situated within the Faculty of Arts and Sciences. We are committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory. The Department is interested in art historians who are active in a variety of fields and approaches within the discipline. We shall look closely at individuals who have expertise in two areas of art historical investigation, one of which should be contemporary art. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr.

BIOLOGICAL SCIENCES

■ **THE UNIVERSITY OF ALBERTA** — Applications are invited for a tenure-track position at the Assistant Professor level in development of structural plant biology. This appointment will be made under the auspices of the Canada Research Chair Program (Tier I) (<http://www.iguu.alberta.ca/crc.html>). The Department of Biological Sciences, based on a campus with strong research groups in plant biology, systematics/evolution, physiology/cell biology and molecular biology/genetics (<http://www.biology.ualberta.ca>). Applicants should have research expertise in plant morphology, anatomy or developmental biology. We are particularly interested in applicants with strengths in structural plant biology. The research of our more than 70 faculty members and 300 graduate students is supported by excellent facilities, including state-of-the-art growth chambers, large herbaria, a molecular biology service unit, and a fully equipped microscopy unit. Candidates should submit a curriculum vitae, one-page summary of research plans and reports of their most significant publications electronically to osilions@biology.ualberta.ca or by mail to Dr. L.S. de Vries, Department of Biological Sciences, CW 405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2G3. Applicants must arrange for three letters of reference to be sent to the Chair. Closing Date: November 17, 2003. The effective date of employment will be July 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We are committed to the principle of equity in employment. We encourage all qualified persons to apply, however Canadians and permanent residents of Canada will be given priority. We are committed to a curriculum that actively acknowledges the diversity of methods in the discipline of art history and theory. The Department is interested in art historians who are active in a variety of fields and approaches within the discipline. We shall look closely at individuals who have expertise in two areas of art historical investigation, one of which should be contemporary art. If you are interested in applying for this position, please send a letter of application, a curriculum vitae, a teaching dossier, and letters of recommendation from at least three people to Dr.

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head of the Department of Biological Sciences commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Queries concerning this position should be directed to the Chair, Biology Head Search Committee at: Tel: 519-253-3000, Ext. 2637; Fax: 519-973-3509; Email: bsac@uwindsor.ca. For information on the University of Windsor or to request a copy of the position description, contact Dr. Janice Okach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head of the Department of Biological Sciences commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Queries concerning this position should be directed to the Chair, Biology Head Search Committee at: Tel: 519-253-3000, Ext. 2637; Fax: 519-973-3509; Email: bsac@uwindsor.ca. For information on the University of Windsor or to request a copy of the position description, contact Dr. Janice Okach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruitment@uwindsor.ca.

BIOLOGY

■ **WILFRID LAURIER UNIVERSITY** — The Department of Biology invites applications for a tenure-track position at the level of Assistant Professor, to start July 1, 2004, in vertebrate zoology. The Department has a preference for candidates in either fish biology or mammalian biology. The appointee will be expected to teach a full-year introductory course in comparative chordate zoology (at the 200-level) and will be expected to develop senior courses in his/her area of specialization. Candidates should have a PhD in a relevant discipline, provide evidence of excellence in teaching and have an active research program with strong potential for external funding. Post-doctoral experience is desirable. More information about the Department may be found at: <http://www.wlu.ca/~wbiol/>. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Jane E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Email: jrutherford@wlu.ca, Fax: 519-746-0677. Deadline for applications is November 15, 2003. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Biology invites applications for a tenure-track position at the level of Assistant Professor, to start July 1, 2004, in vertebrate zoology. The Department has a preference for candidates in either fish biology or mammalian biology. The appointee will be expected to teach introductory courses (at the 200-level) and to develop advanced courses (at the 300 and 400 level) in his/her area of expertise. Candidates should have a PhD in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Post-doctoral experience is desirable. More information about the Department may be found at: <http://www.wlu.ca/~wbiol/>. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Jane E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Email: jrutherford@wlu.ca, Fax: 519-746-0677. Deadline for applications is November 15, 2003. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Biology invites applications for a tenure-track position at the level of Assistant Professor, to start July 1, 2004, in either cell biology or immunology. Subject to budgetary approval, the appointee will be expected to teach introductory courses (at the 200-level) and to develop advanced courses (at the 300 and 400 level) in his/her area of expertise. Candidates should have a PhD in a relevant discipline, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Post-doctoral experience is desirable. More information about the Department may be found at: <http://www.wlu.ca/~wbiol/>. Applicants should send a CV, three representative reprints, a summary of research objectives and teaching experience, and arrange for three letters of reference to be sent to Dr. Jane E. Rutherford, Chair, Department of Biology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5, Email: jrutherford@wlu.ca, Fax: 519-746-0677. Deadline for applications is November 15, 2003. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and aboriginal people. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Sciences has one tenure-track position available in Cell and Molecular Biology. Please see our position page posted in this issue or visit us on the Web at <http://artsandscience.concordia.ca/Internets/bio>.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Sciences is looking for one Junior Canada Research Chair in Genomics. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/Internets/bio>.

BUSINESS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Seudei School of Business, Applications are invited in a number of areas including accounting, business law, business operations, transportation and logistics, and organizational behaviour and human resources. Appointments are available July 1, 2004 or January 1, 2005 and are subject to final budgetary approval. As a minimum, applicants must be nearing completion of their PhD dissertation. Other required qualifications include a strong com-

PROTEOMICS AND BIOINFORMATICS
TEN FACULTY POSITIONS
UNIVERSITY OF BRITISH COLUMBIA, VANCOUVER, BC

The University of British Columbia is launching a major proteomics and bioinformatics initiative and invites applications for ten new faculty positions in these fields. These full-time tenure-track positions will be filled primarily at the Assistant Professor level but exceptional candidates at a more senior level who are interested in providing leadership for this initiative are also encouraged to apply. These ten new faculty will be located in physically contiguous space at the centre of the campus offering an exceptional collaborative environment.

FIVE PROTEOMICS FACULTY POSITIONS
(quote competition # PROT-092003)

All facets of Proteomics, from technology development to innovative applications, will be considered. Successful applicants will have demonstrated outstanding research strength and creativity in fields relevant to Proteomics, have several years productive experience with current technologies, and be prepared to extend the opportunities offered by Proteomics to the broader research community at the University. Academic appointments could be within or between departments in the Faculties of Medicine, Science and/or Pharmaceutical Sciences.

FIVE BIOINFORMATICS FACULTY POSITIONS
(quote competition # BIO-092003)

All facets of Bioinformatics, from software development to innovative applications in genomics or proteomics, will be considered. Successful applicants will have demonstrated outstanding research strength and creativity in fields relevant to Bioinformatics (life sciences, computer science or statistics), have several years productive experience, and be prepared to integrate their expertise with innovative researchers at the University. Academic appointments could be within or between departments in the Faculties of Medicine and/or Science. <http://bioinformatics.ubc.ca>

UBC has deep research strength across the Life Sciences, Physical Sciences and Computation, including its research hospitals and its formal associations with the British Columbia Cancer Agency, Genome British Columbia, the Genome Sciences Centre and the Institute for Systems Biology in Seattle. Researchers thus enjoy numerous opportunities for stimulating and productive collaborations. Opportunities exist to attract substantial research funding from government (e.g. Canadian Institutes for Health Research, Natural Sciences and Engineering Research Council of Canada, Canadian Foundation for Innovation), foundations (e.g. Michael Smith Foundation, Genome Canada) and industry. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All positions subject to final budgetary approval. Applicants should send a C.V. and a concise statement of research interests. In addition, three letters of reference should be sent directly by referees to either bioprot@ubc.ca or Mr. David Thomson, The University of British Columbia, 237 Westbrook Buildings, 6174 University Boulevard, Vancouver, BC Canada V6T 1Z3. Closing date for applications is November 14, 2003.



CAREERS CARRIÈRES

ment to teaching, a very strong research orientation and an ability to supervise doctoral candidates. Most openings are at the rank of assistant professor. Salary will be commensurate with the applicant's qualifications and experience. UBC has on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply, however, Canadians and permanent residents will be given priority. Information regarding priorities by subfield is available online at: www.saudia.ubc.ca/faculty/openings/index.cfm. Applications should include a curriculum vitae and the names of three academic references and should be sent to: Recruiting Committee (please specify the area of application), Office of the Dean, Saudia School of Business, The University of British Columbia, 2053 Main Mall, Vancouver, B.C., Canada V6T 1Z2. The application deadline is December 15, 2003 except for the following areas: Marketing: October 31, 2003; Management Information Systems: October 1, 2003; Organizational Behavior and Human Resources: November 15, 2003; Strategy and Entrepreneurship: October 1, 2003.

■ **WILFRID LAURIER UNIVERSITY** — The School of Business and Economics invites applications for a tenure track or tenured position in Management and Organizational Behaviour and a tenure track or tenured position in Entrepreneurship commencing July 1, 2004. The rank of appointment is Associate Professor. The first position will come from the areas of Human Resource Management, Organizational Behaviour, Negotiation and Management. The second position will be in the area of Labour/Industrial Relations. For a detailed position description, please visit our website at: www.wlu.ca/academic/positions.htm. Please direct applications by November 1, 2003 to: John McCutcheon, Associate Dean of Business, Faculty Development & Research, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3G5, bmccut@wlu.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for the position of Associate Dean, Academic Resources commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jehus@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jane Drachak, Director, Faculty Recruitment at 877-655-6608 (toll free) or recru@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for the position of Associate Dean, Academic Resources commencing July 1, 2004. The Associate Dean, Academic Resources, will work closely with the Dean in fostering internal and external relationships and act as the delegate for the Dean on various committees. A major responsibility will be to promote the strategic plans of the Business School with its stakeholders and to assist in attracting resources. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jehus@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jane Drachak, Director, Faculty Recruitment at 877-655-6608 (toll free) or recru@uwindsor.ca.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for a tenure track position in Management and Labour Studies at the rank of assistant professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jehus@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jane Drachak, Director, Faculty Recruitment at 877-655-6608 (toll free) or recru@uwindsor.ca.

CHEMISTRY

■ **WILFRID LAURIER UNIVERSITY** — The Department of Chemistry invites applications for a tenure track position at the rank of Assistant Professor effective July 1, 2004, subject to budgetary approval. An appointment at the Associate level will be considered. Candidates should have a PhD and post-doctoral experience in any area of chemistry with expertise in materials science, which may include polymer chemistry, biopolymers, nanoscience, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests in materials science, a statement regarding teaching experience and interests, and arrange to have three letters of reference forwarded by November 22, 2003, to: Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5 (email: hamilton@wlu.ca). The University is committed to employment equity and encourages applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ **CONCORDIA UNIVERSITY** — Faculty of Arts & Science has one tenure-track position available in Inorganic Chemistry. Please see full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internshipjobs.cfm>.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemistry invites applications for the position of Assistant Professor. This is a 3-year, renewable, position beginning July 1, 2004 as soon as possible thereafter. The duties for this position will be primarily limited to teaching and service. The successful applicant must have a PhD degree in organic chemistry or a closely related area for expect to obtain a PhD before the starting date for this position as well as teaching experience, and will be responsible for teaching introductory and advanced organic chemistry courses. Enquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a description of teaching experience and a statement of teaching philosophy, and arrange for three letters of recommendation from professional references to arrive before December 1, 2003. Additional information concerning the department and the University of Waterloo can be found at <http://chem.uwaterloo.ca/chemistry>. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemistry invites applications for the position of Assistant Professor. This is a 3-year, renewable, position beginning July 1, 2004 as soon as possible thereafter. The duties for this position will be primarily limited to teaching and service. The successful applicant must have a PhD degree in organic chemistry or a closely related area for expect to obtain a PhD before the starting date for this position as well as teaching experience, and will be responsible for teaching introductory and advanced organic chemistry courses. Enquiries and applications should be directed to: The Chair, Department of Chemistry, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applicants should submit a complete curriculum vitae, a description of teaching experience and a statement of teaching philosophy, and arrange for three letters of recommendation from professional references to arrive before December 1, 2003. Additional information concerning the department and the University of Waterloo can be found at <http://chem.uwaterloo.ca/chemistry>. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** — The Odette School of Business invites applications for a tenure track position in Chemistry and Biochemistry in any area of Organic Chemistry commencing January 1 or July 1, 2004. This position is primarily directed to hold a full-time appointment at the rank of assistant professor, but applications for appointment at a senior rank will also be considered. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: jehus@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jane Drachak, Director, Faculty Recruitment at 877-655-6608 (toll free) or recru@uwindsor.ca.

CHRISTIANITY & CULTURE

■ **THE UNIVERSITY OF TORONTO** — Christianity and Culture is a college based, interdepartmental, undergraduate program of the Faculty of Arts and Science at the University of Toronto. It is based at St. Michael's College, a Catholic College, federated with the University. The Program is dedicated to a multi-disciplinary study of Christianity, its traditions, self-understanding, and interaction with world culture. The Program invites applications for a University of Toronto tenure stream position at the level of Assistant Professor in the area of Christianity and the Intellectual Tradition, commencing July 1, 2004. Under the leadership of the Assistant Professor, the program will have the following duties: to provide introductory courses in one or more of the following areas: Catholic Christianity, Christian thought, the history of Christianity, thought, Graduate teaching and supervision will be based in the Centre for the Study of Christianity and Culture. The position holder will be a member and will hold tenure, if it is granted. Research expectations are commensurate with those of a research-intensive university. Moreover, the appointment includes an expectation of full membership in College life. The successful applicant will have a doctoral degree in systematic theology, or equivalent, with a strong theological interest, demonstrated or potential excellence in research and teaching, and knowledge and appreciation of the traditions of Catholic life and thought. Salary to be commensurate with qualifications and experience. Please submit an application and arrange for three letters of reference to be sent to: Professor Mark G. McGowan, Office of the Principal, St. Michael's College, 81 St. Mary Street, Toronto, M5S 1A4 by October 31, 2003. All qualified individuals are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Toronto is committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas.

CLASSICAL STUDIES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited for a tenure-track position at the rank of Assistant Professor to begin July 1, 2004. The successful applicant will participate in a programme with a full range of courses in classical civilization, and be expected to have a strong commitment to research and teaching, as well as a solid background in Greek and Latin philology. Although no particular area of expertise is being sought, preference is given to candidates with a research interest in Greek history. Applicants should have the PhD or be in the final stages of its completion. The closing date for applications is December 31, 2003. A curriculum vitae, letters from three referees (or a dossier from a university placement office), university transcripts, and a sample of scholarly writing should be sent to Professor C. G. Brown, Chair, Department of Classical Studies, The University of Western Ontario, Talbot College, London, Ontario, N6A 3K7. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

■ **WILFRID LAURIER UNIVERSITY** — The Department of Archaeology and Classical Studies invites applications for up to two tenure-track positions, at the rank of Assistant or Associate Professor, effective July 1, 2004, subject to budgetary approval. The successful candidate(s) must have a PhD or be certain of its completion before beginning the appointment. We are seeking candidates in the following areas: 1) Candidates whose research is in Greek history or Greek social history, who will also be competent to teach courses in Classical civilization and Classical languages; 2) candidates with a research specialty in the technical aspects of archaeology, who will be competent to teach courses in introductory archaeology, method and theory, scientific applications, and quantitative methods. Other requirements include a demonstrated excellence in teaching, and evidence of a research program and publications. Applicants are asked to submit a curriculum vitae, a covering letter outlining potential contribution to the department and research interests, a short teaching dossier, a writing sample (maximum 25 pages), and to arrange for three letters of reference to be sent to: Professor Joann Fied, Chair, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5, by November 14, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents of Canada, will be considered first for the position(s). The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenure-track position at the Assistant Professor level in Classical Studies beginning September 1, 2004. The successful candidate will have a PhD in Classical Studies in hand or close to completion, and an ability to teach a variety of courses in classical civilizations and languages. Salary is commensurate with qualifications and experience. Consideration of applications will begin December 15, 2003. Please send a complete curriculum vitae and supporting documents (graduate transcripts, course evaluations) and arrange for three letters of reference to be sent to: Dr. L.A. Curcio, Chair, Department of Classical Studies, University of Waterloo, Waterloo, ON N2L 3G1, email: lucurcio@uwaterloo.ca. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

Ontario Institute for Studies in Education OISE/UT of the University of Toronto



For more information please visit the OISE/UT web site at <http://www.oise.utoronto.ca> or the Department's web site at <http://www.oise.utoronto.ca/depts/ct/>

Canada Research Chair (Tier II) Professional Education and Teaching

Applications are invited for a Tier 2 Canada Research Chair in Professional Education and Teaching. This tenure-stream position is part of the Education Policy cluster in the University of Toronto's Canada Research Chairs program. The appointment will be made in OISE/UT's Department of Curriculum, Teaching and Learning.

The candidate must possess a doctoral degree and an excellent record of scholarly productivity in the field of professional education and teaching exhibited through research, publication and grant activity. The candidate will have a background and experience in the design, implementation, and evaluation of innovative teacher education and other professional education programs; demonstrate a commitment to and an engagement in the scholarship of teaching in elementary, secondary or higher education settings; and be experienced in various forms of policy-relevant and program-oriented research.

The successful candidate will be expected to: make a strong contribution to initial teacher education and graduate education; support the ongoing development of the graduate Teacher Development Program; provide leadership in the evaluation, effective use and integration of teaching practices in our educational system; engage in professional education and teaching projects with a variety of partners, including other departments and centres at OISE/UT and in other divisions of the University of Toronto, school boards and other organizations.

The appointment will be at the rank of Assistant or Associate Professor, and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2004.

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2003 to Professor Jane Gaskell, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario M5S 1V6. (Alternatively, letters of application addressed to Professor Gaskell can be submitted by e-mail to the following address: academic.positions@oise.utoronto.ca) Three signed confidential letters of reference should be sent directly to Professor Gaskell by mail or fax (416-926-4775) by the same date.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

NIPISSING UNIVERSITY

President and Vice-Chancellor

Nipissing University, located in North Bay Ontario, invites nominations and applications for the position of President and Vice-Chancellor. The committed and enthusiastic students, faculty, staff and alumni are eager to work with an exceptional person.

Nipissing University, located in a beautiful natural setting overlooking Lake Nipissing, offers its students intimacy and interdisciplinary undergraduate programs in Liberal Arts, Science, Business Administration and Education (graduate and undergraduate), as well as native education diploma and certificate programs to approximately 3000 full-time students. Nipissing University proudly ranks number one in Canada in student satisfaction and ranks 2nd of 17 universities in Ontario with a graduate employment rate of more than 98%. As a university with predominantly undergraduate programming and roots in liberal arts and teacher education, Nipissing places priority on the highest ideals of instructional excellence. With a full-time faculty and staff of 250, the annual operating fund revenue is approximately \$31 million. For more information on Nipissing University visit their website www.nipissingu.ca

The President is the Chief Executive Officer and Vice-Chancellor of the University and reports to a 26-

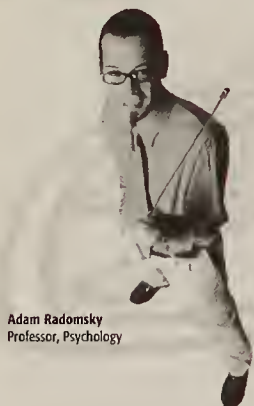
member Board of Governors. The President is responsible for the leadership and all aspects of the management of the University. The President will work with the faculty, staff, students and alumni in a collegial and collaborative manner to advance the aims of the University effectively and within a consensual governance structure.

The candidate must have demonstrated the capacity for outstanding leadership with the ability to stimulate and support excellence and integrity in teaching, research and university service. Exceptional interpersonal and communication skills with the appropriate academic skills to ensure credibility as President of Nipissing University are essential. Historically, the President has played an integral role not only in the life of the University but also as a visible member of the community.

Nipissing University is an equal opportunity employer.

Application and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, ON L8P 1H1 or to resumes@landmarkconsulting.org

CAREERS CARRIÈRES



Adam Radomsky
Professor, Psychology

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 150 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 60 professors over the next two years, including up to 40 for the 2004-05 academic year. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for one tenure-track position in Human Systems Intervention. Applicants must have a PhD in a relevant social science discipline and should have advanced professional training in human relations and group process intervention. Experience as an external or internal consultant and French proficiency will be considered as assets. The successful candidate will be expected to teach courses at both the undergraduate and graduate levels and will be expected to maintain a research profile leading to external funding and peer reviewed publications.

Dr. Randy Swedberg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Cell and Molecular Biology. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to have, or develop, an externally funded research program to study fundamental and/or applied problems in biology, and to teach at the undergraduate level in developmental biology and/or physiology. The candidate will also be encouraged to develop specialized graduate courses.

Dr. Luc Varin
Chair, Department of Biology
biochair@alcor.concordia.ca

CHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one tenure-track position in any area of Inorganic Chemistry. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to develop an active research program and teach at both the undergraduate and graduate levels.

Dr. Marcus Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for one tenure-track position in video practice and theory. The candidate must be able to teach laboratory courses in video production and post-production, and situate video within the context of communications and cultural industries. Applicants must be able to demonstrate a record of high-quality, creative work and intellectual participation in the field and must be able to teach key concepts and the history of debates in video. Applicants should also have experience using software packages such as Final Cut Pro and Avid, and must have an appropriate terminal degree (MFA or PhD) in communications or a cognate area. The successful candidate will be expected to supervise students at both the undergraduate and graduate levels.

Dr. Martin Allor
Acting Chair, Department of Communication Studies
allor@vax2.concordia.ca

COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one tenure-track position. Applicants must have a PhD in a Social Science discipline, as well as a strong research profile with emphasis on public policy analysis and the study of state/society relations. The area of policy specialization is open. Applicants must also be

fully committed to critical and innovative research and be able to teach at the undergraduate level and in the School's graduate program in Community Economic Development, in both English and French (or be prepared to acquire the required language skills at an adequate level of proficiency).

Dr. Marguerite Mendell
Vice-Principal, School of Community and Public Affairs
mendell@vax2.concordia.ca

ECONOMICS

Our Department of Economics intends to fill up to six tenure-track positions over the next three years. We are currently inviting applications for up to three of these tenure track positions. While all fields will be considered, we have a special interest in candidates who specialize in applied economics (including Financial Economics, International Economics, Labour, Industrial Organization, Public Economics), econometrics or micro theory. Applicants should have a completed or nearly-completed PhD, the ability to teach at the undergraduate and graduate levels, and a commitment to research. Appointments at a more senior level may also be considered.

Dr. William Sims
Chair, Department of Economics
sims@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to two tenure track positions, one in Early Childhood and Elementary Education (ECE) and one in Educational Technology (ETEC) for the ECEE position. Applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: history and philosophy of early childhood education; kindergarten, primary or elementary classroom teaching; or curriculum development. A teaching certificate and previous experience as a classroom teacher are assets. For the position in Educational Technology, applicants must be able to teach courses in one of the following general areas: e-learning/distance education; multi-media design and development/theory; or applications of educational computing (including computer-assisted learning). In addition, applicants should be able to teach in one or more of the following areas: research methods; human performance technology; the learning sciences; and/or formative evaluation. For both positions, applicants should have a PhD and an excellent command of English, and must be committed to teaching and supervising undergraduate and graduate students, and developing a strong research program. A record of publications, conference presentations and research grants is desirable. Knowledge of French is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for up to three tenure-track positions, one in the area of British Literature of the late 18th and early 19th centuries, with a focus on the literature and culture of the Romantic period, one in the area of Medieval Literature, with a focus on Old English, Middle English, and medieval studies or criticism, and one in Creative Writing, with a focus on prose fiction and/or playwriting. Applicants for the first two positions must have a completed or nearly-completed PhD; prior teaching experience is highly desirable, as

are scholarly publications. The successful candidates will teach at the graduate and undergraduate levels, will supervise graduate theses and are expected to maintain a productive commitment to scholarship. Applicants should include transcripts and a writing sample along with their applications. For the Creative Writing position, applicants should be accomplished writers with a significant body of published and/or produced work. Candidates should have an MA in Literature or an MFA in Creative Writing and the ability to teach writing workshops at the graduate and undergraduate levels, and to supervise graduate Creative Writing theses. Successful teaching experience in Creative Writing workshops at the university level is an asset.

Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels menant à la permanence. Les qualifications recherchées sont, selon le poste, un diplôme de troisième cycle obtenu ou en voie d'obtention, une expérience diversifiée de l'enseignement, des publications ou du potentiel de recherche, une aptitude au travail d'équipe et une connaissance du milieu. Les candidats retenus pour le poste en enseignement du français auront un doctorat en linguistique ou en didactique des langues et auront démontré leur intérêt pour l'enseignement assisté par ordinateur et le multimédia ou la nouvelle grammaire. Les candidats retenus pour le poste en littérature française auront un doctorat en littérature française du XIXe ou du XXe siècle et s'intéresseront à la théorie littéraire et aux enjeux contemporains. Les candidats retenus pour le poste en littératures de langue française auront un doctorat en littérature avec un intérêt marqué pour les théories et les pratiques littéraires et médiatiques.

Madame Lucie Léquin
Directrice du département d'études françaises
lequin@vax2.concordia.ca

GEOGRAPHY

Our Department of Geography invites applications for one tenure-track position in an applied aspect of urban sustainable transport. Applicants should have a PhD; professional planning experience will be an asset. The successful candidate will be expected to teach a 300-level, laboratory-oriented course in Urban Transport, along with one senior course in the same area, as well as courses at the introductory and graduate levels.

Dr. John Zacharias
Chair, Department of Geography
zachar@vax2.concordia.ca

HISTORY

Our Department of History invites applications for up to two tenure-track positions, one in the History of Colonial North America (17th and 18th centuries) and one in the History of Latin America and the Hispanic World. For the position in Colonial North American history, the successful candidate will be expected to teach courses in both Canadian and American history; the ability to offer courses dealing with European-Aboriginal contact would be an asset. For the position in Latin American history, applicants should have research interests that touch upon some aspect of the history of Latin America and/or the Spanish empire. The successful candidate will participate in teaching

our introductory Latin American history course, as well as our first-year "world history" course. In this last regard, appropriate training or experience would be an asset. For both positions, applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.

Dr. Ronald Rudin
Chair, Department of History
rudin@vax2.concordia.ca

JOURNALISM

Our Department of Journalism invites applications for one tenure-track position in Computer-Assisted Journalism (including computer-assisted reporting, on-line publishing and desk-top publishing). Duties will include teaching in at least two of these areas at both the graduate and undergraduate levels, and supervising two computer labs. The ideal candidate will have a PhD and at least five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are desirable.

Dr. Enn Raudsepp
Chair, Department of Journalism
raudhen@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions, one in Statistics and one in Actuarial Mathematics. Applicants should have a PhD and a strong record of research and teaching at both the undergraduate and graduate levels. For the position in Statistics, candidates in any area of Statistics are encouraged to apply; however, preference will be given to those with post-doctoral experience and good research in the areas of Computational Statistics, Multivariate Analysis, Survival Analysis, Time Series Analysis, Bio-Statistics, Finance or Data Mining. For the position in Actuarial Mathematics, candidates with research interests in Actuarial or Financial Mathematics are encouraged to apply.

Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position in Analytic Philosophy. Applicants should have a PhD, an active research program and prior teaching experience. The successful candidate will teach at the undergraduate and graduate levels and will be expected to supervise graduate theses. Applicants should include a writing sample along with their applications.

Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to three tenure-track positions, one in the area of the History of Political Philosophy and Theory, with an emphasis on Modern Political Thought and the European Enlightenment, one in American Politics and Government and one in Comparative and/or International Politics, with a specialization in the area of economic, social and political development. For this last position, additional areas of expertise might include a theoretical and comparative understanding of globalization and development, North-South Relations and Development Assistance. Knowledge of Africa would be an asset.

CAREERS CARRIÈRES

Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.

Dr. Reeta Tremblay
Chair, Department of Political Science
reeta@vax2.concordia.ca

PSYCHOLOGY/BEHAVIOURAL NEUROSCIENCE

Our Department of Psychology invites applications for one tenure-track position in Behavioural Neuroscience to be associated with our Center for Studies in Behavioural Neurobiology. Applicants should have a PhD. Special consideration will be given to candidates with an interest in one or more of the following areas: appetitive motivation, behavioural systems, drug dependence, learning and memory, behavioural neuroendocrinology and molecular or computational neuroscience, but exceptional candidates in all areas are encouraged to apply.

Dr. Barbara Woods
Chair, Search Committee
search_chair@csn.concordia.ca

PSYCHOLOGY/CLINICAL

Our Department of Psychology invites applications for up to two tenure-track positions, one in Clinical Psychology and one in Child Clinical Psychology. The position in Clinical Psychology is open to researchers addressing a broad range of issues in the field, with special consideration given to candidates with research and clinical interests in adult psychopathology, including major psychological disorders and personality disorders, or health psychology. For the position in Child Clinical Psychology, special consideration will be given to candidates with research and clinical interests in developmental psychopathology, health or the family. Applicants for these positions must have a PhD from an APA- or CPA-accredited clinical program, or the equivalent. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program in clinical psychology. Applicants must include a statement of clinical interests along with their applications.

Dr. Virginia Penhune
Co-Chair, Search Committee
vpenhune@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to two tenure-track positions, one in the field of East Asian Religions and one in the History of Christianity. Applicants should have a PhD, prior teaching experience and a strong commitment to research. For the position in East Asian Religions, the ideal candidate will have a specialization in one or more of the major traditions of China, Japan and Korea, with the appropriate language skills. The candidate will be expected to teach undergraduate and graduate courses in Buddhism as well as the religious, ritual and philosophical aspects of East Asian traditions.



Adrian Tsang
Professor, Biology

The ability to teach in the areas of comparative religion, and women and religion, is an asset. For the position in the History of Christianity, the ideal candidate will have particular expertise in the social and/or cultural history of Christianity, the ability to teach graduate students in the area of women and Christianity and familiarity with the comparative study of religions.

Dr. Norma Joseph
Chair, Department of Religion
noja@vax2.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions in Sociology, one in the area of economic globalization, labour, work and institutions, one in advanced quantitative methodologies (either as a field of research or as applied to a substantive area), and one in the sociology of nature and the environment. Applicants must have a PhD at the time of appointment; a working knowledge of French is a definite asset. We are particularly interested in scholars with a strong interest in theory and whose research and teaching experience reflects skills in fieldwork. This is a joint department: anthropologists may also apply.

Dr. Christine Jaurdan
Chair, Department of Sociology and Anthropology
jaurdan@vax2.concordia.ca

TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one tenure-track position in Teaching English as a Second Language (TESL). The position is in Applied Linguistics, specifically in the area of language testing/evaluation and research methodologies. Applicants should have experience in teaching and research related to TESL teacher training, corpus linguistics or curriculum development. Applicants should have a PhD, an excellent command of English and a knowledge of French and must be committed to the teaching and supervision of undergraduate and graduate students and the development of a strong research program. A record of publications, conference presentations and research grants is desirable.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

Dr. Pamela Bright
Chair, Department of Theological Studies
bright@alcar.concordia.ca

Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill up to six of these positions. In order to successfully compete for a Canada Research Chair award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Junior appointments will normally be made at the Associate Professor level.

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN ECONOMIC

Our Department of Economics invites applications for one Junior Canada Research Chair in applied econometrics and/or applied labour economics. The successful candidate should be an outstanding young academic who demonstrates the promise of a strong research profile. In particular, the position is targeted at researchers who are acknowledged by their peers as having the potential to be leaders in their field. We expect that such an appointment would be offered to either a new PhD from a recognized university or to a junior faculty member who has already developed a solid research profile and who has had some success in publishing in leading academic journals in the discipline. In the former case, it is expected that there is substantial evidence of research ability that would come largely from letters of recommendation and working papers.

Dr. William Sims
Chair, Department of Economics
sims@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EARLY CHILDHOOD DEVELOPMENT AND EDUCATION

Our Department of Education invites applications for one Junior Canada Research Chair in Early Childhood Development and Education. The successful candidate will be expected to coordinate and participate in research that addresses young children's development in family, community and school settings. We are seeking an individual with strong leadership skills who can collaborate to create links between his or her expertise and that of current faculty members. Ongoing research areas in our Department include: the role of the family; cognitive, linguistic and social development; the influence of the media; academic success; and health and well-being and their implications for social policy. Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EDUCATION AND TECHNOLOGY

Our Department of Education invites applications for one Junior Canada Research Chair in Education and Technology to coordinate and participate in multidisciplinary projects centered on the role of technology to support learning and performance. The applicant's research program should complement major research projects in the Department and the Centre for the Study of Learning and Performance. Projects include initiatives in educational and workplace settings and those involving the use of technology to enhance instruction and support complex learning of literacy, first and second languages, math, and science in diverse educational settings at all levels, including distance education. Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in

national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN GENOMICS

Our Department of Biology invites applications for one Junior Canada Research Chair in Genomics. The successful candidate will be an accomplished researcher in functional genomics working on model organisms, plants or fungi. The candidate will be expected to develop an externally funded research program, and will teach at the undergraduate and/or graduate levels. The candidate will join a team of about a dozen faculty members with complementary research interests in genomics and biotechnology, and will have access to the resources of the Centre for Structural and Functional Genomics. This position will be based in our new Loyola Science Complex.

Dr. Luc Varin
Chair, Department of Biology
biochair@alcar.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN POLITICAL SCIENCE

Our Department of Political Science invites applications for one Junior Canada Research Chair in the field of Comparative Public Policy. The successful candidate will be expected to pursue research into the variations in national policy patterns across North America, Europe and the wider OECD area, with a view to understanding how and why nations differ in their approaches to specific policy areas and what they might learn from each other's policy experiences. The successful candidate's research interests must intersect with research themes such as the emergence of transnational actors, globalization and public policy, regionalisation, international regulatory regimes, local governance structures and intergovernmental negotiations in policy making.

Dr. Reeta Tremblay
Director, Department of Political Science
reeta@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN PSYCHOLOGY (HUMAN DEVELOPMENT)

Our Department of Psychology invites applications for one Junior Canada Research Chair in Human Development. Applications will be considered in any area of human development across the life course, from infancy to aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. Applicants must have a strong ongoing research program and an excellent record of research productivity. The successful candidate will be based at our Centre for Research in Human Development, a government supported Centre of Excellence with outstanding faculty, research facilities and research training opportunities at the doctoral and post-doctoral levels.

Dr. Lisa Serbin
Director, Centre for Research in Human Development
lserbin@vax2.concordia.ca

These positions will be filled either for the academic year beginning 2004 or 2005, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at <http://artsandscience.concordia.ca>.

For Canada Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries. Concordia University is committed to employment equity.



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UNIVERSITY

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Montreal, Quebec, Canada

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2004. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2424, ext. 2081. e-mail: msinger@vax2.concordia.ca.

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8. Internet: <http://artsandscience.concordia.ca>

CAREERS CARRIÈRES

CLASSICS

■ THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Classical, Near Eastern and Religious Studies at the University of British Columbia invites applications for a tenure-track position in Classics and Classical Studies at the level of Instructor I beginning July 1, 2004 subject to budgetary approval. The successful candidate will be expected to teach a wide range of Classics and Classical Studies courses. Experience in teaching the roots of medical terminology will be an asset. This position is primarily a teaching position and will require a dedication to teaching with a commensurate teaching load. The successful candidate will also be expected to show potential for scholarship in pedagogy. Applicants should have completed or nearly completed the PhD. Considerable teaching experience at the post-secondary level is expected. Salary will be commensurate with qualifications and experience. With their letter of application applicants should send a current c.v. and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to The Chair, Search Committee, Dept. of Classical, Near Eastern and Religious Studies, University of British Columbia, BUCH C260 - 1868 Main Mall, Vancouver, B.C. V6T 1Z1, Canada, no later than October 15, 2003. Interested applicants may view our Website at <http://www.cnrcs.ubc.ca>. The University of British Columbia

hires on the basis of merit and its commitment to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must include citizenship and/or immigration status.

■ THE UNIVERSITY OF TORONTO — The Department of Classics is soliciting applications for a tenure-track position in Roman history at the rank of assistant professor. The successful applicant will have demonstrated excellence in research and teaching and be expected to contribute to a growing and research-intensive department. The successful applicant will have a doctoral degree and to a thriving undergraduate programme in Greek, Latin, and Classical Civilization; an ability to teach Latin prose authors at all levels is required. The department is particularly interested in candidates who combine a thorough training in Classics with an interest in other Humanities disciplines. The appointment will begin 1 July 2004; an appropriate doctoral degree must have been earned by that date. Salary will be commensurate with qualifications and experience. Applications should include: a curriculum vitae, a sample of academic writing, evidence of excellence in teaching, and a short description of the applicant's current research plans. Applicants should also arrange to have three letters of recommendation sent to: Roman History Search Committee, Dept. of Classics, University of Toronto 97 St. George Street, Toronto, Ontario, Canada, M5S 2E8. To en-

sure full consideration, the application should be received by November 1, 2003. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply. Canadian and permanent residents will be given priority. Any enquiries about the application should be sent to chc.classics@utoronto.ca.

CLINICAL PSYCHOLOGY

■ DALHOUSIE UNIVERSITY — The Department of Psychology at Dalhousie University invites applications for a tenure-track appointment at the Assistant Professor level in Adult Psychopathology (broadly defined) in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD in psychology and be eligible for registration as a psychologist in Nova Scotia. The successful applicant will have shown a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program, and an ability to contribute to the training of students in our clinical psychology program. The specific area of research in adult psychopathology is of less concern than the excellence of the research and its fit with the department's existing

strengths. Current strengths in the department include clinical psychology (including health, forensic, and neuropsychology), developmental psychology, cognitive neuroscience, and behavioural neuroscience. Current faculty members in the clinical program are conducting exciting research in various areas of psychopathology, including depression, pain, anxiety, autism, substance abuse, PTSD, impulse control disorders, ADHD, conduct disorder, sleep disorders, and psychopathy. Further information about the research activities and courses offered in our department can be found on our website: www.dal.ca/psychology. Applications should be submitted by November 1, 2003 to Dr. Stephen Porter, Department of Psychology, Dalhousie University, Halifax, Nova Scotia B3H 4J1, Fax: 902-494-6585; e-mail: [spotter@dal.ca](mailto:sporter@dal.ca). Applications should consist of a letter of interest, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, recently visible persons and women.

COMMUNICATION STUDIES

■ WILFRID LAURIER UNIVERSITY — The Department of Communication Studies invites applications for two positions, at least one of which will be tenure-track, at the rank of Assistant Professor beginning July 1, 2004. Both positions are subject to budgetary approval. Duties will include undergraduate teaching, research and contributing to the development of a graduate program. Applicants should have demonstrated a strong research commitment in one of the following areas in communication studies: (a) Technology/Risk; (b) Globalization and intercultural communications; and (c) communication policy. Ability and willingness to teach our research methods course, which combines quantitative and qualitative methods, should be an asset. Applicants must have a completed PhD in Communication Studies or a cognate discipline, teaching experience and an established research record. In their cover letter, applicants should specify the areas to which they are applying as well as submit a curriculum vitae, a sample publication, a teaching dossier, and arrange for three letters of reference to be sent by November 10th, 2003 to Chair, Department of Communication Studies, Wilfrid Laurier University, 75 University Avenue, West, Waterloo, Ontario N2L 3C5. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

■ MCGILL UNIVERSITY — The Department of Art History and Visual Studies, McGill University invites applications for a tenure-track position in Communications Studies at the Assistant, Associate or Professor level beginning August 1, 2004. The applicant must have a PhD and experience in teaching. Applicants are being sought from those with expertise in the history and/or analysis of communications media. Specific areas of specialization might include new media and their uses, the analy-

sis of popular media, and the relationship between technology and media forms. Knowledge of the French language is an asset. The successful candidate will teach postgraduate seminar courses and supervise student theses and projects at the MA and PhD levels, and will be expected to contribute to the development of new undergraduate programs. Salary will be negotiable, depending on experience and qualifications. The deadline for applications is November 15, 2003. Applications should include curriculum vitae, a statement of teaching and research interests, and two examples of scholarly writing. The candidate should arrange for three letters of reference to be addressed to Dr. Will Straw, Chair, Department of Art History and Communications Studies, 853 Sherbrooke St. W., Montreal, Quebec H3A 2T6. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in the School of Community and Public Affairs. Please see our full-page display ad in this issue or visit us on the Web at <http://hr.mcgill.ca/concordia.ca/intermed/jobs.cfm>.

COMMUNITY & PUBLIC AFFAIRS

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COMPUTER SCIENCE

■ WILFRID LAURIER UNIVERSITY — The Department of Physics and Computer Science invites applications for tenure-track positions in computer science, commencing July 1, 2004, subject to budgetary approval. The successful applicant will have an undergraduate degree in computer science, and a unique Honours degree in computer science. The successful applicant will have an active research program in a closely related field, provide evidence of excellence in teaching, and have an active research program with strong potential for external funding. Applicants should submit a curriculum vitae, statement of research interests and teaching interests, and arrange to have three letters of reference sent to: Dr. Shu-Cheng Chang, Chair, Department of Physics and Computer Science, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Email: shu@uwaterloo.ca. Applications will be considered as soon as they are complete and until the positions are filled. The University is committed to employment equity and encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

■ THE UNIVERSITY OF WATERLOO invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of artificial intelligence, human-computer interaction, bioinformatics, and web data management. Exceptional candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2004 calendar year. With over 60 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies such as Comcon (now where Solutions Inc.), Waterloo Maple Inc. and Open Text Corp. Applications should be sent by electronic mail to cs.chair@uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and the names and contact information for at least three referees.

■ THE UNIVERSITY OF WINDSOR — The School of Computer Science is seeking an outstanding candidate to nominate for a Canada Research Chair at the Junior Tier II level located in Cars & Computers. This Chair is targeted at relatively new researchers who are acknowledged by their peers as having the potential to be leaders in their fields. For a detailed description of the CRC Chair visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Subir Bandyopadhyay, Acting Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519-253-3000, Ext. 3714, Fax: 519-973-7093. Email: garabon@uwaterloo.ca. For information on the City of Windsor or the City of Windsor contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwaterloo.ca.

QUEEN'S UNIVERSITY
Kingston, Ontario, CanadaTenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc. in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

PROFESSEUR, PROFESSEURE
EN RELATIONS INDUSTRIELLES
GESTION DES RESSOURCES HUMAINES

Le Département des relations industrielles est à la recherche d'une professeure ou d'un professeur pouvant dispenser des enseignements aux 1^{er}, 2^e et 3^e cycles, faire de la recherche, publier des ouvrages scientifiques et diriger des thèses de maîtrise et de doctorat en gestion des ressources humaines.

Le ou la titulaire doit également participer aux autres activités académiques et administratives du département.

> QUALIFICATIONS REQUISES

Les candidates et candidats doivent détenir un doctorat en relations industrielles, en administration ou dans une discipline connexe. Les candidatures de personnes déjà engagées dans des études doctorales seront considérées.

Le dossier de la personne candidate devra témoigner de son intérêt pour l'enseignement et de sa capacité à réaliser des recherches universitaires en gestion des ressources humaines.

> DATE D'ENTRÉE EN FONCTION : À partir du 15 janvier 2004.

> TRAITEMENT : Selon la convention collective.

Faire parvenir votre curriculum vitae au plus tard le 15 octobre 2003 à :

Fernande Lamonde, directrice
Département des relations industrielles
Pavillon J. A. De Séve
Université Laval
Québec (Québec) Canada G1K 7P4

En vertu de son Programme d'accès à l'emploi, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.



Aujourd'hui Québec, demain le monde

www.brocku.ca/hr/faculty

CAREERS CARRIÈRES

of specialization. Information about the Department is available on its Web page at <http://web.uvic.ca/econ>. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian Citizens and permanent residents. All qualified candidates, and especially women, are encouraged to apply; however, Canadians and permanent residents will be given priority. Please send applications, including curriculum vitae and the names of three referees, to: Chair, Search Committee, Department of Economics, University of Victoria, PO Box 1700, STN CSC, Victoria, BC V8W 2Y2 Canada. Applicants are requested to arrange for at least three letters of reference to be sent directly by the referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15, 2003.

■ THE UNIVERSITY OF BRITISH COLUMBIA—The Department of Economics has several tenure-track positions subject to final budgetary approval. Starting date: July 1, 2004. Positions are at the rank of Assistant, Associate or Full Professor. Priority fields include macroeconomics, international trade, international trade, resource/environmental economics, industrial organization and public finance. Qualifications: For appointment at the Assistant Professor level, the candidate must have a PhD (or solid indication of imminent completion), and demonstrate excellence or clear promise of excellence in teaching and in research. For appointment at the Associate or Full Professor level the candidate must

have a proven record of outstanding research and excellence in teaching. Application deadline is November 28, 2003. Application, including c.v., reference letters and samples of research papers should be sent to Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

■ THE UNIVERSITY OF TORONTO—The Department of Economics has available one tenure-track position in Economics at the rank of Assistant or Associate Professor on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2004. A PhD degree or equivalent is required as of July 1, 2004 or soon thereafter. Duties include undergraduate and graduate teaching and research. For appointment at the Assistant Professor level, the candidate must have a demonstrated promise of outstanding research and teaching. For appointment at the Associate level, the candidate must have a proven record of outstanding research and teaching. To apply to the position, please visit <http://www.economics.utoronto.ca/apply>. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Martin J. Osborne, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is December 1, 2003. Information about the Department is available at <http://www.economics.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ THE UNIVERSITY OF TORONTO—The Department of Economics has available one tenure-track position in Financial Economics at the rank of Assistant Professor on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2004. A PhD degree or equivalent is required as of July 1, 2004 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply to the position, please visit <http://www.economics.utoronto.ca/apply>. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Martin J. Osborne, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is December 1, 2003. Information about the Department is available at <http://www.economics.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ THE UNIVERSITY OF TORONTO—The Department of Economics has available one tenure-track position in Financial Economics at the rank of Assistant Professor on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2004. A PhD degree or equivalent is required as of July 1, 2004 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply to the position, please visit <http://www.economics.utoronto.ca/apply>. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Martin J. Osborne, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is December 1, 2003. Information about the Department is available at <http://www.economics.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ THE UNIVERSITY OF TORONTO—The Department of Economics has available one tenure-track position in Theoretical Microeconomics/Industrial Organization at the rank of Assistant Professor. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2004. A PhD degree or equivalent is required as of July 1, 2004 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply to the position, please visit <http://www.economics.utoronto.ca/apply>. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Martin J. Osborne, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is December 1, 2003. Information about the Department is available at <http://www.economics.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ THE UNIVERSITY OF TORONTO—The Department of Economics has available one tenure-track position in Financial Economics at the rank of Assistant Professor on the St. George campus. Salary is dependent upon qualifications and experience. Appointment effective July 1, 2004. A PhD degree or equivalent is required as of July 1, 2004 or soon thereafter. Duties include undergraduate and graduate teaching and research. The candidate must have a demonstrated promise of outstanding research and teaching. To apply to the position, please visit <http://www.economics.utoronto.ca/apply>. Applicants without internet access may alternatively send a curriculum vitae and one current research paper to Prof. Martin J. Osborne, Department of Economics, University of Toronto, 150 St. George Street, Toronto, ON M5S 3G7, Canada, and should arrange for three letters of reference to be sent to this address. The application deadline is December 1, 2003. Information about the Department is available at <http://www.economics.utoronto.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

politics, with the requirement that they be able to demonstrate that they will establish a strong research program, including internationally recognized research and be good teachers at all levels. Outstanding candidates in all fields will be considered. Duties include teaching at the undergraduate and Master's level and research. Qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the position is filled. This position is subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Martin J. Osborne, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario N2L 3G5.

■ CONCORDIA UNIVERSITY—The Faculty of Arts & Science has up to two tenure-track positions available, one in Early Childhood and Elementary Education and one in Educational Technology. Please see our full-page display in this issue or visit <http://www.concordia.ca/education>. Within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University. In this issue or visit us on the Web at <http://artsandscience.concordia.ca/interim/jobs.htm>.

■ QUEEN'S UNIVERSITY—The Department of Economics is eligible to nominate candidates for a Tier 2 Canada Research Chair in the areas of Economic Policy and Public Policy. These chairs are intended for junior scholars who have strong research records, are excellent teachers, and have demonstrated research potential. Candidates must contact Professor Gregor Smith, Department of Economics, Queen's University, Kingston, Ontario, Canada K7L 3N6 (smith@econ.queensu.ca). Applications must include a full curriculum vitae and a statement of research objectives and teaching interests. Applicants should also provide names and contact information of at least three referees or arrange for letters of recommendation to be sent directly. Complete applications, including the letters, must be received by November 15, 2003. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal persons, persons with disabilities, gay men, and lesbians. In accordance with Queen's guidelines for the assignment of Canada Research Chairs, applications from qualified women are particularly encouraged. Canada Research Chairs are open to candidates of all nationalities. However, Canadian citizens and permanent residents will be considered first. Academic staff at Queen's are governed by a collective agreement. The Queen's website is <http://www.queensu.ca/qcu>.

■ GUELPH UNIVERSITY—Applications are invited for two tenure-track positions at the Assistant Professor level in the Department of Economics. The positions will require teaching and supervision at the undergraduate and graduate levels. Outstanding candidates in all fields will be considered for the position but first preference will be given to those with specialization in Economics, Industrial Organization, Macroeconomics and/or Public Finance. Candidates should have a completed, or almost completed, PhD and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, N.S. B3H 3J5, enclosing a full curriculum vitae, sample research papers, and teaching evaluations. If any candidate has three letters of reference to be sent to this address. The closing date for applications is November 30, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified aboriginal people, persons with a disability, racialized persons, and women.

■ THE UNIVERSITY OF WATERLOO—The Department of Economics seeks to fill three tenure-track positions, rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those seeking completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone in the following fields: macroeconomics, health economics, and the economics of technology. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The positions are effective September 1, 2004. Alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. You are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is November 15, 2003.

■ THE UNIVERSITY OF WATERLOO—The Department of Economics seeks to fill a tenure-track position in the area of health economics. This position is funded under the Canada Research Chair program (www.chairs.gc.ca). In the context of the University's Strategic Research Plan the holder of this position will be involved with the study of those cultural forces and

political pressures that provide the context for, and the content of, health care policy. The successful candidate will be expected to contribute to the new PhD program in "Applied Economics" and to the application of research to health care policy. The successful candidate will be expected to teach at both the undergraduate level, and be expected to develop an independent, externally funded, research program. Excellence in research and teaching are primary criteria for the position. The position is effective September 1, 2004; alternative start dates may be possible. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to approval by the Canada Research Chair Selection Committee. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is December 15, 2003.

■ THE UNIVERSITY OF WINDSOR—The Department of Economics invites applications for a tenure-track position in the areas of macroeconomics, international finance and applied economics to the rank of Assistant Professor commencing July 1, 2004. For a detailed position description and application information, please visit <http://www.uwindsor.ca/faculties/positions>. Contact Dr. Ralph Holinski, Head, Department of Economics, University of Windsor, Windsor, Ontario N9A 3P4, Phone 519.253.3000 ext. 2348, Fax 519.973.7096, Email holinski@uwindsor.ca. For information on the University of Windsor or the Department of Economics, contact Dr. Janice Diakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or rcruitment@uwindsor.ca.

EDUCATION

■ THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT)—Applications are invited for a tenure-track position in Early Childhood Development in the Department of Human Development and Applied Psychology at the Ontario Institute for Studies in Education of the University of Toronto. The successful candidate will possess a doctorate degree and a well-developed program of research or the demonstrated ability to develop one in the area of early child development. The successful candidate will be expected to make a significant contribution to the mission of the Atkinson Centre for Society and Child Development, including research activities that will enhance our scientific understanding of early child development and that link this understanding to the development of policy and practice. Preference will be given to candidates with demonstrated interest in any of the following sub-fields: Early childhood experience and later competence, from population patterns and experimental data; enhancements of community and family supports for early child development; knowledge transfer to groups working with young children; needs of at-risk children. Research interests in this position will include: research; supervision of master's and doctoral theses; teaching at the graduate level; and consultation with people who are preparing to become teachers. Rank will be at the level of Assistant Professor and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2004. Applications, which must include an up-to-date curriculum vitae, sample research papers, and teaching evaluations, should be sent to Professor Jane Gaskell, Dean, Ontario Institute for Studies in Education, University of Toronto, 252 Bloor Street West, Toronto, Ontario M5S 1A5. Alternatively, letters of application should be sent to the following address: education@oie.utoronto.ca. Three signed confidential letters of reference should be sent directly to Professor Gaskell by mail or fax (416-926-4775) by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University. In this issue or visit us on the Web at <http://www.oise.utoronto.ca>. The University's website is <http://www.oise.utoronto.ca>.

■ THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION OF THE UNIVERSITY OF TORONTO (OISE/UT)—Applications are invited for a tenure-track position in Counselling Psychology in OISE/UT's Department of Applied Education and Counselling Psychology. The successful candidate will have a doctoral degree in counselling or clinical psychology and a well-developed program of research or the demonstrated ability to develop one in the areas of Addictions or Health Promotion. Please send curriculum vitae, sample research papers, and teaching evaluations to Professor Gaskell by mail or fax (416-926-4775) by the same date. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of the University. In this issue or visit us on the Web at <http://www.oise.utoronto.ca>. The University's website is <http://www.oise.utoronto.ca>.



UNIVERSITY OF CALGARY

Tenure-Track Position Openings in Department of Mechanical and Manufacturing Engineering

The Department of Mechanical and Manufacturing Engineering at the University of Calgary invites well-qualified national and international applicants for the following tenure-track positions commencing January 1, 2004, or mutually agreed date.

One Assistant/Associate Professor in the general fields of **applied mechanics** with expertise in areas such as continuum mechanics, computational mechanics or micromechanics, and **biomechanics** with expertise in areas such as microbiomechanics, soft tissue mechanics or cardiovascular biomechanics.

One Assistant Professor in the general field of **environmental engineering** with expertise in areas such as air pollution, environmental transport phenomena, atmospheric dynamics or dispersion modelling.

One Assistant Professor in **engineering design**, preferably with industry experience in implementation of the product realization processes.

All the applicants must have a PhD in Mechanical or Manufacturing Engineering or a related field. The successful candidates will be expected to establish a strong research program in their fields; to supervise graduate students and to attract external funding to support research activities. The selected candidates must also have the capability to teach a range of undergraduate and graduate courses in Mechanical and Manufacturing Engineering as well as general engineering courses. The candidates will be expected to establish collaborative research programs.

The Department currently has 31 full-time faculty; offers BSc, MSc, MEng, and PhD degrees in both Mechanical and Manufacturing Engineering; and has over 450 undergraduate students and over 100 graduate students. The Department is committed to excellence in research and education. Innovative research programs are well established in Advanced Manufacturing and Design; Applied Mechanics; Biomechanics; Energy, Environment and Thermo-Fluids; Materials; and MEMS/Mechatronics, Automation, Robotics and Controls. Detailed information is available on our Web site at: www.engineering.ucalgary.ca/mechanical.

The University of Calgary is a public institution with a full-time student population of about 25,000. The City of Calgary has a population of over 900,000 and is the Canadian capital of the energy industry. Calgary, home to the 1988 Winter Olympic Games, is one of the fastest growing high-tech industry based cities in Canada. It is situated within an hour's drive of Banff National Park, one of the most beautiful areas of the Rocky Mountains.

A complete C.V. with three names of referees should be sent to: **Dr. P. Gu**, Professor and Head, Department of Mechanical and Manufacturing Engineering, at the address below.

The review of applications will start as of **October 31, 2003** and we will continue accepting applications until the positions are filled.

Religious Studies & Philosophy

The Department of Religious Studies and the Department of Philosophy, Faculty of Humanities, University of Calgary, invite applications for a full-time, tenure-track, interdisciplinary position at the rank of Assistant Professor effective July 1, 2004. The area of specialization for this position is Ethics. A PhD or equivalent and a strong background in ethical theory in the analytical tradition, and comparative religious ethics in the context of the academic study of world religions, are required.

The departments of Religious Studies and Philosophy have full MA and PhD programs. Teaching duties will include undergraduate and graduate instruction as well as graduate supervision in both departments.

Deadline for receipt of applications is **Monday, November 17, 2003**.

Complete dossiers, including a curriculum vitae, at least three letters of reference, post-graduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to: **Dr. Pierre-Yves McQuais**, Dean, Faculty of Humanities, at the address below.

Further information about the Department of Religious Studies and the Department of Philosophy is available on the Internet at www.rels.ucalgary.ca and www.phil.ucalgary.ca. Specific inquiries about this position may be directed to:

Eliezer Segal, Head
Department of Religious Studies
(403) 220-5886 elisegal@ucalgary.ca

or
Ali Kazimi, Head
Department of Philosophy
(403) 220-5535 akazimi@ucalgary.ca

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

CARRIÈRES

cially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who can contribute to the further development of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. For more information, please visit the DISEUT web site at <http://www.elsevier.com/locate/diseut> or the Department of Mechanical Engineering at <http://www.elsevier.com/locate/diseut>.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science has up to two tenure-track positions available, one in Early Childhood and Elementary Education and one in Educational Technology. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/Internet/0303.cfm>.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science is looking for full-time junior Canada Research Chairs, one in Early Childhood Development and Education, and one in Education and Technology. Please see our full-page display in this issue or visit us on the Web at <http://artsandscience.concordia.ca/Internet/0303.cfm>.

■ **THE UNIVERSITY OF WINDSOR** – Faculty of Education invites applications for a tenure-track position in Language Education, at the rank of Assistant Professor, commencing July 1, 2004. For a detailed position description, visit our website at <http://www.uwindsor.ca/facultyopenings>. Contact Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Ontario N9B 3P4, Phone: 519.253.3000, ext. 3829, 519.973.3612, E-mail: progers@uwindsor.ca. For information on the University of Windsor, visit our website at <http://www.uwindsor.ca>. Dr. Janice Diakoff, Director, Faculty Recruitment at 517.665-6608 (toll free) or recruitment@uwindsor.ca.

ENGINEERING

■ **CARLETON UNIVERSITY** – The Department of Mechanical & Aerospace Engineering invites applications and nominations for two Canada Research Chairs in Satellite Systems Design & Integration and Emerging Technologies for Energy Conversion (Renewable Energy). The Carleton Research Chair programme has been established by the Government of Canada to enable Canadian Universities to foster research excellence and enhance their role as world class centres of research excellence. Additional positions regarding the Canada Research Chairs programme is available at www.chairs.gc.ca. One Chair will be at the Tier 1 level, the other at the Tier II level. The Tier I Chair, available in 2005, is targeted at an experienced researcher, acknowledged by their peers as a world leader in their own discipline. The Tier II Chair, available in 2004, is targeted at a researcher acknowledged by their peers as having the potential to lead in their discipline. Successful candidates will be appointed to tenure-track faculty positions within the Department of Mechanical & Aerospace Engineering as Assistant, Associate or Full Professor, as appropriate, and will be expected to participate in the teaching responsibilities of the Department. The Carleton Research Chair programme is associated with the focus of the Chair. Preference will be given to those with a PhD, a background commensurate with the Canada Research Chair requirements, and a strong commitment to both teaching and research. Membership eligibility for membership in a Canadian professional engineering association is desirable. The Department of Mechanical & Aerospace Engineering consists of full-time faculty members and offers degrees in Mechanical Engineering and Aerospace Engineering at the Bachelor's, Master's and PhD levels, and Materials Engineering at the Master's level. The Department is research intensive with numerous state-of-the-art research laboratories. Excellent opportunities exist for research collaboration with industry and government institutions. Applications and further departmental information is available at www.mae.carleton.ca. Applications with curriculum vitae and the names of three references should be sent to: Prof. J. Beddoes, Chair, Department of Mechanical & Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B5, Canada, Fax: 613.520.5715, Tel: 613.520.2600 (ext. 4662). Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **THE UNIVERSITY OF VICTORIA** – The Department of Electrical and Computer Engineering is seeking outstanding candidates for a Tier 1 Canada Research Chair and a Tier 2 Canada Research Chair. Research areas in the Department include: advanced materials, communications and networking, computer architecture, control and robotics, digital signal processing, electromagnetics, embedded systems, computer performance computing, intelligent systems, internet security and object technology, microwave integrated circuits, nanotechnology, optical systems and technology, power electronics, underwater acoustic systems, and wireless communications. The Department currently has twenty-five regular and emeritus faculty members including one Fellow of the Royal Society of Canada, one Fellow of the IEEE, five Fellows of the EIC, two NSERC Industrial Research Chairs, one NSERC Academic Chair, and one GRC Chair. There are about 110 graduate students. The Department is seeking candidates whose research focus will complement existing research strengths. The emphasis, however, will be on the excellence of the candidate and the research proposal rather than a particular area. Candidates with the goals of the Canada Research Chairs program, Tier 1 Chair candidates will be experienced researchers whose peers acknowledge them as world leaders in their field. They should be, or have the qualifications to be, professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. Tier 2 Chair candidates will be emerging researchers whose peers acknowledge them as having the potential to be world leaders in their field and will normally be 10 years or less from the receipt of their PhD. The University of Victoria is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities

with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locations in Canada and an optimal climate year round. Applications should include a curriculum vitae, a statement of research objectives, a letter of intent, a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers, and email addresses of at least six referees. Applications should be sent as hard copy to: Appointments Committee, Department of Electrical and Computer Engineering, University of Victoria, PO Box 3055 STN CSC, Victoria, BC V8W 3P6. Applications will be accepted until November 1, 2003. For more information about the Department, please visit www.uvic.ca. Information about the Canada Research Chairs Program can be found at www.chairs.gc.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

■ **THE UNIVERSITY OF ALBERTA** – The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position in the graduate and undergraduate programs depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the general area of Engineering Management or Industrial Engineering. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable externally-funded research program, and assist in the administrative duties of the department and faculty. Salary will be commensurate with qualifications and experience. Candidates must hold a PhD in an Engineering discipline or be expected to receive one before July 1, 2004. Research and industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected to register as a professional engineer in the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interest in Canadian universities is a must. The curriculum vitae, names of three references, a statement of current and future research interests, a specific research plan, and three papers most relevant to their research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, T6G 2G8. The Search Committee will begin reviewing applications on December 1, 2003. The position will remain open until filled. Interested persons should apply promptly. Information about the department can be found at www.mecheng.ualberta.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified persons, including persons with disabilities, members of visible minorities, and aboriginal peoples.

■ **THE UNIVERSITY OF ALBERTA** – The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level. The successful candidate will be expected to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related engineering discipline or expect to receive one before December 1, 2003. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interest in Canadian universities is a must. The curriculum vitae, names of three references, a statement of current and future research interests, a specific research plan, and three papers most relevant to their research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. The Search Committee will begin reviewing applications immediately. The position will remain open until filled. Interested persons should apply promptly. Information about the department can be found at <http://www.mecheng.ualberta.ca>. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified persons, including persons with disabilities, members of visible minorities, and aboriginal peoples.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographic Information Systems, remote sensing and related fields. The successful candidate will be expected to teach at the undergraduate and graduate levels in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University

of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail to: Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in municipal and industrial waste water treatment. Applicants should have a PhD in Civil Engineering or a closely related field and a research record in the field. The successful candidate is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail to: Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Electrical and Computer Engineering invites applications for several tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision and strong technical skills. Search committees will be formed to fill these positions. Appointments will be made at the Full or Associate Professor level. All qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Science or Electrical Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a significant commitment to research and teaching. Eligibility for registrations as a Professional Engineer or a Professional Engineer is a requirement. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from around the world. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology

companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university-city of Waterloo (population of 300,000) in south-western Ontario. The city of Waterloo is within easy driving distances, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. All appointments are subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Mechanical Engineering invites applications for a tenure-track position, in connection with its new Center for Intelligent Mechanical Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to lead the graduate program in Mechanical Engineering in the area of Smart Materials and/or MEMS. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail to: Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** – The Department of Electrical and Computer Engineering invites applications for several tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision and strong technical skills. Search committees will be formed to fill these positions. Appointments will be made at the Full or Associate Professor level. All qualified candidates will be considered for awards of E&CE Research Chairs. These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Science or Electrical Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a significant commitment to research and teaching. Eligibility for registrations as a Professional Engineer or a Professional Engineer is a requirement. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from around the world. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology

Deadline for applications is December 1, 2003.

Brain
Research
Centre



DEAN, FACULTY OF ART

• The Ontario College of Art & Design, one of Canada's leading institutions for advanced education in art and design, is seeking an outstanding leader with a demonstrated record of accomplishment as an artist and scholar to join us as Dean, Faculty of Art.

Located in downtown Toronto in the heart of the city's creative and cultural community, the Ontario College of Art & Design (OCAD) is the most comprehensive post-secondary institution devoted to art and design education in Canada. Offering a rich environment focused on preparing students for professional practice, our studio program is unmatched due to the high calibre of our faculty who are not only dedicated instructors, but are among Canada's leading practicing artists and designers.

OCAD is undergoing a period of rapid transformation. In 2003, for the first time in its 127 year history, the College will offer undergraduate degree programs in art and design, and intends to establish graduate programs in the near future. Its unicameral governance

structure recently has been modified to include an Academic Council which will provide an effective forum for faculty and academic administrators to address curricular and educational issues at a policy level. Further, construction of a new \$42 million campus expansion is well underway, to be completed in 2004, thereby increasing OCAD's campus size by 40%. To quote Maclean's Guide to Canadian Universities, "...at OCAD, excitement is in the air!"

The Faculty of Art consists of 75 faculty delivering programs in Drawing & Painting, Printmaking, Photography, Integrated Media, Sculpture/Installation, and Criticism & Curatorial Practice. Responsive to the Vice-President, Academic and working closely with Assistant Deans and Program Chairs, the Dean will provide leadership to the Faculty of Art in the implementation of new degree programs, curriculum, and related academic matters to forward the educational mandate of the institution, as well as represent the College externally in the creative and academic communities.

In addition to an M.F.A. or the equivalent in achievement, the successful candidate should have demonstrated expertise in a contemporary studio discipline from at least one of the Faculty's programs and familiarity with new technological approaches in art and media. The Faculty of Art requires an experienced academic administrator, educator, and scholar/researcher with a distinguished record of exhibition, publication, teaching and service in the field of visual arts. Qualifications for this position also include five years of full-time teaching in a university or art and design college, as well as demonstrated leadership in curricular development, knowledge of innovative pedagogy in art and design education and experiential studio learning, and a knowledge and respect for diverse aesthetic, cultural and ideological points of view. Candidates should possess the achievements and credentials appropriate to the rank of Associate or Full Professor. Appointments are for a five-year renewable term commencing July or August 2004.

Qualified persons are invited to submit a curriculum vitae and the names of three references in confidence to the address listed below. The Committee would also welcome nominations. The review of applications will begin on November 24, 2003, and continue until the position is filled.

Human Resources Department
Ontario College of Art & Design
100 McCaul Street
Toronto, Ontario M5T 1W1
Fax (416) 977-3034
E-mail: hr@ocad.on.ca

For further details regarding this position, visit our website at www.ocad.ca/hr. As an employment equity employer, we encourage applications from women, First Nations People, visible minorities, and people with disabilities. All qualified persons are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

Ontario College of Art & Design

CAREERS OPPORTUNITIES

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of micropiping. This position is part of an initiative to establish a Canada Research Chair Program in Micropiping. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking research in materials joining and welding (especially micropiping and microjoining). Research experience in materials joining, surface engineering, or closely related areas is required. Strength in microelectronics, MEMS and optoelectronics packaging, as well as microfabrication and/or nanofabrication would be an asset. Applicants must hold a PhD in Materials Science and Engineering, or a closely related field, and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group in the area of fatigue analysis. The successful applicant will supervise undergraduate design project supervision

and in the teaching of mechanical design as well as an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience. Potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Mechanical Engineering invites applications for a postdoctoral research chair in Sheet Metal and Tube

Forming. This position will be a Tier I Canada Research Chair, funded under the Canada Research Chairs Program (www.chairs.gc.ca). The chair position is tenure track and the holder will be appointed within the Solid Mechanics group at the Associate Professor or Professor rank. The chair holder will assume a leadership role within a rapidly expanding research group in the area of sheet and tube forming. Current industrial funding activities in this area include major programs, with funding of approximately \$1M per annum, on the formability of light-weight sheet materials, as well as tube hydroforming and bending for light weight automotive applications. The chair holder is expected to have international stature and expertise in the area of sheet and tube forming. In particular the plasticity and/or tribology aspects of these processes. In the near future, this research thrust will expand further to include an NSERC Industrial Chair, with associated senior and junior faculty positions, numerous postdoctoral fellow, research engineers, technological and graduate students. The ability to attract further industrial funding will be valued greatly. The chair holder will have a number of research applications for a postdoctoral research chair in Sheet Metal and Tube

Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Early Modern Drama with an emphasis on Shakespearean drama. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The Department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-faculty activities. The tradition of excellence in Early Modern Studies at UBC, we are seeking an outstanding candidate who will participate in wide disciplinary and interdisciplinary research in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange to have three confidential letters of reference forwarded to: Dr. Geri Weland, Head, Department of English, University of British Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The Department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-faculty activities. The tradition of excellence in Postcolonial Studies at UBC, we are seeking an outstanding candidate who will participate in wide disciplinary and interdisciplinary research in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange to have three confidential letters of reference forwarded to: Dr. Geri Weland, Head, Department of English, University of British Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

Assistant Professor, Biochemistry and Molecular Biology

The Brain Research Centre, University of British Columbia and Vancouver Coastal Health

The Department of Biochemistry & Molecular Biology and the Brain Research Centre invite applications for a full-time tenure-track assistant professorship from persons with outstanding training and promise in any area of research encompassing biochemical or molecular biological approaches to problems in contemporary neuroscience. Areas of expertise could include membrane biochemistry and molecular biology, gene expression and regulation, signal transduction, structural biology or proteomics as applied to the visual system, neural development, neuronal plasticity, synaptic mechanisms, stroke, neuroprotection, mood disorders or neurodegenerative diseases. The specific area of research is less important than the demonstrated and potential accomplishments of the candidate. Applicants must hold a PhD degree and have at least two years of successful post-doctoral training.

The Department of Biochemistry & Molecular Biology and the Brain Research Centre offer superb environments for research and interaction. The successful candidate will be supported for five years by an endowed junior chair funded by the Tula Foundation. He/she will be eligible for tenure and a regular faculty position. The start-up allowance and research space will be very attractive. Salary and benefits will be commensurate with experience. The expected starting date for this appointment will be July 1, 2004 or as negotiated.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority.

Applicants should submit a curriculum vitae, the names of three referees, and a statement of current research interests and future research plans to:

Dr. Max Cynader

Director
Brain Research Centre, UBCVCH
2211 Westbrook Mall
Vancouver BC, Canada
V6T 2B5
Fax: 604-822-0361
Email: info@brain.ubc.ca
www.brain.ubc.ca

OR

Dr. George A. Mackie
Professor & Head
Biochemistry & Molecular Biology
2146 Health Sciences Mall
Vancouver, BC, Canada
V6T 1Z4
Fax: 604-822-5227
Email: sabrina@interchange.ubc.ca
www.biochem.ubc.ca

Deadline for applications is December 1, 2003.

Brain
Research
Centre



Vancouver
Health
Providing solutions. Enriching lives.

Tenure Track and Visiting Positions

Established in 2002, Cheung Kong Graduate School of Business is the first private business school in China offering MBA, EMBA/EDP and PhD programs. The School is founded by Li Ka-Shing Foundation. Its mission is to develop world-class business leaders for the great China region and to create knowledge that advances management theories and practices. Its objective is to become a world-class business school in 10 years. Almost all of its current faculty members have research and teaching experiences in North America and/or Europe.

- Accounting
- Human Resource Management/Organization
- Behavior
- Strategy
- Management Information Systems
- Marketing
- Operations Management
- Finance
- Managerial Economics



Cheung Kong Graduate School of Business

Academic Associate Dean
Cheung Kong Graduate School of Business
Oriental Plaza, Tower E3
1 East Chang An Avenue
Beijing 100738
P.R. China

Email: Recruit@ckgsb.com

www.ckgsb.com

Description
Tenure-track or visiting, rank open at Assistant, Associate or Full Professor level, dependent upon qualifications.

Salary
Competitive and commensurate with qualifications.

Qualifications
Qualifications include a PhD or equivalent and a commitment to excellence in research and teaching. All qualified candidates are encouraged to apply. However, for a senior appointment, application must have a demonstrated exceptional research and/or teaching record (particularly for MBA and EMBA programs).

Application Procedure
Applicants should submit their curriculum vitae, any evidence supporting their teaching and research records, and ensure that three letters of recommendation are sent to:

Academic Associate Dean
Cheung Kong Graduate School of Business
Oriental Plaza, Tower E3
1 East Chang An Avenue
Beijing 100738
P.R. China

Email: Recruit@ckgsb.com

ENGLISH

■ **UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Restoration and 18th Century Studies. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The Department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-faculty activities. The tradition of excellence in 18th Century Studies at UBC, we are seeking an outstanding candidate who will participate in wide disciplinary and interdisciplinary research in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange to have three confidential letters of reference forwarded to: Dr. Geri Weland, Head, Department of English, University of British Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The Department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-faculty activities. The tradition of excellence in Postcolonial Studies at UBC, we are seeking an outstanding candidate who will participate in wide disciplinary and interdisciplinary research in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange to have three confidential letters of reference forwarded to: Dr. Geri Weland, Head, Department of English, University of British Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of English invites applications for a tenure-track Assistant Professor in Postcolonial Literature. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. The Department has a thriving graduate program in the field and popular undergraduate courses, as well as cross-faculty activities. The tradition of excellence in Postcolonial Studies at UBC, we are seeking an outstanding candidate who will participate in wide disciplinary and interdisciplinary research in new directions. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, an example of their published research, a current CV containing full contact information and a clear indication of citizenship. Applicants should arrange to have three confidential letters of reference forwarded to: Dr. Geri Weland, Head, Department of English, University of British Columbia, 397 - 1673 East Mall, Vancouver, BC, V6T 1Z1. Complete applications and reference letters must be received by 31 October 2003. Position start date: 1 July 2004. The UBC English Department includes 53 tenure-stream faculty, plus full-time seasonal and teaching assistants. It has a large and active Graduate Program, an Honours program, and a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department Web site for details on our programs, faculty, and activities: www.english.ubc.ca. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applications must identify citizenship and immigration status.

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CARRIÈRES

and activities. Visit our website at www.smc.ca. Applications must include a curriculum vitae, teaching dossier, writing sample, as well as the names and contact information of three references. The position is committed to the principles of employment in accordance with Canadian labour law and is open to permanent residents in the first instance. Please submit applications with updated curriculum vitae to: Dr. Elissa A. Chase, Chair, Department of English, Saint Mary's University, Halifax, NS B3H 3C3.

■ THE UNIVERSITY OF TORONTO — Applications are invited for a tenure-track position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in Asian North American literature. Applicants are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above areas. Experience with Asian North American communities is an asset. Duties consist of research, undergraduate and graduate teaching. Applicants must show promise of outstanding research and teaching potential. Salary commensurate with experience and qualifications. Send applications and c.v. to: Prof. Brian Cormier, Chair, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1. Have 3 letters of reference (or dossier and graduate transcripts sent directly to the Department as soon as possible). Include ONE writing sample and more than 25 pages of application materials. The deadline for applications is 14 November 2003. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities in a range of interdisciplinary programs, including Book History and Print Culture, Aboriginal, Canadian, environmental and international studies, gender and women's studies. The University of Toronto is strongly committed to diversity within its community and encourages all qualified applicants from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and persons of diverse backgrounds to contribute to the further diversification of ideas. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority.

■ CONCORDIA UNIVERSITY, Faculty of Arts & Science, has up to three tenure-track positions available, one in British Literature, one in Medieval Literature and one in Creative Writing. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/Internet/jobs.htm>.

■ SAINT MARY'S UNIVERSITY — The Department of English invites applications for a tenure track appointment at the Assistant Professor level in the field of Postcolonial Literature to begin July 1, 2004. We are looking for a scholar in world literature, postcolonial and/or postimperial studies, a completed PhD, demonstrated effectiveness in or potential for university teaching, and a demonstrated commitment to research and teaching excellence. The successful candidate will bring a significant dimension to the University's extensive participation in and commitment to interdisciplinary programs and activities. Visit our website at www.smu.ca. Applications must include a curriculum vitae, teaching dossier, writing sample, and the names and contact information for three references. Please send applications to: Dr. Elissa A. Chase, Chair, Department of English, Saint Mary's University, Halifax, NS B3H 3C3. Closing Date: October 15, 2003.

■ THE UNIVERSITY OF TORONTO AT SCARBOROUGH invites applications for a tenure stream position in English at the assistant professor level. Qualifications: PhD in English with specialization in 20th Century American literature, and possible sub-specialties in one or more of the following: African or Asian diaspora, children's literature, poetry and visual culture. Outlets consist of research and undergraduate and graduate teaching. Applicants should demonstrate clear strength in both research and teaching. Salary commensurate with experience and qualifications. Send a curriculum vitae, a curriculum vitae, and one writing sample of not more than 25 pages to: Professor Elizabeth Cowper at the address below. Arrange for three letters of reference (or dossier) and graduate transcripts to be sent directly to the same address. Applications arriving after November 14, 2003 may be too late. Professor Elizabeth Cowper, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Midland Trail, Toronto, ON M1C 1A4, Canada. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority.

■ ST. THOMAS UNIVERSITY is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority. The Department of English invites applications for two entry-level tenure-track appointments to begin July 2004. The successful candidate for the first position will specialize in literary theory, including history of theory. Experience in 17th century literature or history of the book is desirable. The successful candidate for the second position will specialize in modern and contemporary drama. Secondary expertise in theatre history and history of drama would be an asset. Experience in performance and/or production is desirable. Successful candidates in both positions will also teach at the introductory level. For more information, please see our website: <http://www.stu.ca>. A PhD or MPhil/MA degree is required. Applicants are to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to: Dr. Elizabeth McKim, Chair, Department of English,

St. Thomas University, Fredericton, N.B. E4B 5C3. Closing date: extended to November 13, 2003 or when positions are filled. Applicants are responsible for ensuring that all references are current and references, are complete by this date. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, persons with disabilities, members of visible minority groups, and persons with disabilities.

■ THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Rhetoric and Professional Writing Program in the Department of English Language and Literature, at the Assistant Professor level. We are interested in candidates who can contribute to developing our undergraduate and graduate programs in any of the following areas: Digital Design (including the theory, analysis, production, and social contexts of multimedia interactive texts), New Media Studies, Cyberculture, Information Design, or Technology-Mediated Communication. Additional responsibilities in Rhetoric and Professional Communication (including genres of business and technical writing), or in any area of Literature would be welcome. The successful candidate will be offered a wide range of teaching experiences from first through fourth year undergraduate courses to supervision of doctoral students. In addition to undergraduate programs in Literature and in Rhetoric and Professional Writing, our department offers the only PhD of its kind in Canada: an integration of literature and study in fields of rhetoric, writing, discourse and text analysis, and digital theory and design. The normal teaching load is 2 + 3, which includes one graduate course and one master's thesis. Successful masters are 13 weeks long. The minimum starting salary for this position will be \$55,000. Please visit our website at <http://english.uwaterloo.ca> for more information. Application effective July 1, 2004. The successful candidate will have the opportunity to participate in the growth of the digital humanities in Waterloo's Arts Faculty. The faculty houses the Canadian Centre of Arts and Technology (which features a state-of-the-art design, production, and testing lab), boasts a new Digital Arts Communication space, and has recently been named the Centre for Learning and Teaching Technology (L3T). The University of Waterloo is a research intensive public institution, with the largest and most successful cooperative education program in North America. In the last year's Maclean's Magazine national rankings, Waterloo was named the top comprehensive university in the country, and, for the 11th year in a row, ranked "best overall" in the national reputational survey. The university is located in a mid-sized city in the heart of Canada's Technology Triangle, one hour from Toronto, fifty minutes from Pearson International Airport. Consideration of applications will begin January 2, 2004. Candidates in your cover letter if you will be attending the MLA convention in San Diego and would like to be selected as a premeeting speaker. Please send letter, curriculum vitae, and supporting documents (graduate transcripts, writing sample, and arrange for three letters of reference to be sent to: Dr. Murray McArthur, Chair, Department of English Language and Literature, University of Waterloo, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minority groups, and persons with disabilities. This appointment is subject to the availability of funds.

■ THE UNIVERSITY OF WINDSOR invites applications for the position of Head, Department of English Language, Literature, and Creative Writing. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Katherine M. Quinsey, Head, Department of English Language, Literature, and Creative Writing, 519-253-3000, ext. 2288. Fax: 519-971-3676. E-mail: dkw@uwindsor.ca. For information on the University of Windsor, visit the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

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ENVIRONMENTAL SCIENCE

■ BRANDON UNIVERSITY invites applications for a tenure-track faculty position in the Environmental Science Program to serve also as Coordinator, effective July 1, 2004 or upon availability of successful applicant. The Environmental Science Program offers a four-year Bachelor of Science (B.Sc.) or upon availability of successful applicant with specialization in one of the following: Biodiversity, Physical Sciences, or Resource Management. This is a new program with a rural prairie, northern communities focus designed to integrate theories and foster a team-oriented, interdisciplinary approach to environmental problem solving. This is an exciting opportunity for an enthusiastic individual with a vision to build this newly approved program. Successful candidates will have a PhD in Environmental Science or a related discipline, preferably with teaching, research and administrative experience related to one or more of the program streams, and a commitment to interdisciplinary work in environmental science. He or she will have good leadership skills and the demonstrated ability to network, communicate and facilitate the advancement of the program. This person will be expected to establish working relationships with decision makers, related industries, and community groups which deal with environmental and resource issues. Candidates will also be expected to interact with, and effectively advise students with a wide range of interests. The candidate should be prepared to develop and offer courses related to research, writing, environmental science, environmental policy, contemporary issues in environmental science, and others in his/her field of expertise. The candidate will either be appointed directly to the Environmental Science Program or be jointly appointed with Environmental Science and a Department in the Faculty of Science. Applications are due by December 15, 2003 or until the position is filled. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application including teaching and research interests, curriculum vitae, transcripts, and the names and addresses (including e-mail) of three references to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, MB R7A 6A9. Tel: (204) 728-7346, Wright@BrandonU.ca.

ÉTUDES INTERNATIONALES

■ LE COLLÈGE UNIVERSITAIRE GLENCOE, UNIVERSITÉ YORK — Le département d'études pluridisciplinaires du Collège universitaire Glencoe, faculté bilingue de l'Université de l'Ontario, sollicite des candidats pour un poste au rang de professeur adjoint (condidat) à la performance dans le programme d'études internationales. La création de ce poste est liée à l'élaboration budgétaire de l'Université. Les candidats doivent être bilingues (français-anglais) démontrer un engagement manifeste envers l'enseignement et la recherche, être titulaire d'un doctorat en études internationales ou dans une discipline connexe, avoir des publications et des projets de recherche dans le domaine. Les candidats doivent pouvoir enseigner et faire de la recherche en français et en anglais. Un bilinguisme adéquat de l'enseignant serait également souhaitable. Les fonctions comprennent l'enseignement au niveau du 2e et 3e cycles, ainsi que la recherche et les tâches administratives. La personne retenue doit être en mesure d'enseigner le domaine des études de la société internationale, ainsi que dans un des domaines suivants: droit international, organisations internationales, diplomatie. Le salaire sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir une lettre de candidature, accompagnée du curriculum vitae, à Monsieur Yves Frenette, directeur, Département d'Études Pluridisciplinaires, Collège universitaire Glencoe, 2275 Bayview Avenue, Toronto (Ontario), Canada M4N 4M6 (frenette@glencoe.yorku.ca). Date d'entrée en fonction: 1er juillet 2004. Les candidats doivent avoir pris des dispositions pour faire envoyer directement au directeur des admissions les lettres de recommandation, dont l'une portant essentiellement sur son enseignement. L'étude des candidatures commencera le 1er janvier 2004 et se poursuivra jusqu'à la prise de décision. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/enseignants et des bibliothécaires. Ce programme s'applique aux femmes, aux personnes handicapées et aux autochtones. Les personnes appartenant à un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département d'études pluridisciplinaires encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/scadocs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro (416) 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou du statut de résident permanent.

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ENGLISH LANGUAGE, LITERATURE & CREATIVE WRITING

■ THE UNIVERSITY OF WINDSOR invites applications for the position of Head, Department of English Language, Literature, and Creative Writing. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Katherine M. Quinsey, Head, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, ON N9B 3P4, Phone: 519-253-3000, ext. 2288. Fax: 519-971-3676. E-mail: dkw@uwindsor.ca. For information on the University of Windsor, visit the City of Windsor, contact Dr. Janice Drach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

earlier in their careers; the completed PhD or equivalent, and a strong record in teaching, research, and publication are required. The successful candidates will contribute significantly to our thriving Menus programs in Film Studies, and to the design and implementation of a planned MA program in Film Studies. Among the areas in which we have particular interest are film theory, the ones of genre, avant garde, documentary, and American cinema. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should have fluent written and oral communication skills in English. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities. Send letter of application with curriculum vitae and copies of transcripts, research and administrative experience related to one or more of the program streams, and a commitment to interdisciplinary work in environmental science. He or she will have good leadership skills and the demonstrated ability to network, communicate and facilitate the advancement of the program. This person will be expected to establish working relationships with decision makers, related industries, and community groups which deal with environmental and resource issues. Candidates will also be expected to interact with, and effectively advise students with a wide range of interests. The candidate should be prepared to develop and offer courses related to research, writing, environmental science, environmental policy, contemporary issues in environmental science, and others in his/her field of expertise. The candidate will either be appointed directly to the Environmental Science Program or be jointly appointed with Environmental Science and a Department in the Faculty of Science. Applications are due by December 15, 2003 or until the position is filled. Salary and rank will be commensurate with qualifications and experience. Please send a letter of application including teaching and research interests, curriculum vitae, transcripts, and the names and addresses (including e-mail) of three references to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, MB R7A 6A9. Tel: (204) 728-7346, Wright@BrandonU.ca.

■ LE COLLÈGE UNIVERSITAIRE GLENCOE, UNIVERSITÉ YORK — Le département d'études pluridisciplinaires du Collège universitaire Glencoe, faculté bilingue de l'Université de l'Ontario, sollicite des candidats pour un poste au rang de professeur adjoint (condidat) à la performance dans le programme d'études internationales. La création de ce poste est liée à l'élaboration budgétaire de l'Université. Les candidats doivent être bilingues (français-anglais) démontrer un engagement manifeste envers l'enseignement et la recherche, être titulaire d'un doctorat en études internationales ou dans une discipline connexe, avoir des publications et des projets de recherche dans le domaine. Les candidats doivent pouvoir enseigner et faire de la recherche en français et en anglais. Un bilinguisme adéquat de l'enseignant serait également souhaitable. Les fonctions comprennent l'enseignement au niveau du 2e et 3e cycles, ainsi que la recherche et les tâches administratives. La personne retenue doit être en mesure d'enseigner le domaine des études de la société internationale, ainsi que dans un des domaines suivants: droit international, organisations internationales, diplomatie. Le salaire sera fixé en fonction de la convention collective et de l'expérience. Prière de faire parvenir une lettre de candidature, accompagnée du curriculum vitae, à Monsieur Yves Frenette, directeur, Département d'Études Pluridisciplinaires, Collège universitaire Glencoe, 2275 Bayview Avenue, Toronto (Ontario), Canada M4N 4M6 (frenette@glencoe.yorku.ca). Date d'entrée en fonction: 1er juillet 2004. Les candidats doivent avoir pris des dispositions pour faire envoyer directement au directeur des admissions les lettres de recommandation, dont l'une portant essentiellement sur son enseignement. L'étude des candidatures commencera le 1er janvier 2004 et se poursuivra jusqu'à la prise de décision. L'Université York a adopté un programme d'action positive pour l'embauche des professeurs/enseignants et des bibliothécaires. Ce programme s'applique aux femmes, aux personnes handicapées et aux autochtones. Les personnes appartenant à un de ces groupes doivent en faire état pour bénéficier du programme d'action positive. Le département d'études pluridisciplinaires encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/scadocs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro (416) 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou du statut de résident permanent.

FILM STUDIES

■ THE UNIVERSITY OF WESTERN ONTARIO — The Department of English, The University of Western Ontario (<http://www.uwo.ca/english/>), invites applications for three positions, to begin July 2004, in Film Studies. Two positions are probationary (tenure-track) at the rank of Assistant Professor. For the third position, a completed PhD or equivalent, and experience and promise in teaching and research are minimum qualifications, published work is advantageous. For PhD candidates in the final stages of these, supervisors must provide written confirmation of the conviction that the candidate is to be considered. For the third position, we are seeking to make a tenure-track appointment at the rank of Associate Professor, although we may consider applications from outstanding candidates who are

FRANÇAIS

■ L'UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de l'Université Concordia annonce la création probable de trois postes. Veuillez lire l'annonce pleine page publiée dans ce numéro ou visitez notre site Web: <http://artsandscience.concordia.ca/Internet/jobs.htm>. **■ MOUNT ALISON UNIVERSITY** — La section française du Département de langues et littératures modernes de Mount Alison University sollicite des candidats pour un poste menant à la performance en Études françaises (sous réserve budgétaire) au rang de professeur adjoint, à commencer le 1er juillet 2004. Nous cherchons un collègue dynamique qui jouera un rôle actif dans le développement de notre programme. Qualifications: doctorat avec une spécialisation en études françaises du dix-septième et/ou du dix-huitième siècle, et une expérience pertinente dans l'enseignement. La capacité d'enseigner la langue française à tous les niveaux est indispensable. Une connaissance de l'enseignement assidue par l'ordinateur est souhaitable, ainsi que la capacité d'offrir des

cours dans d'autres domaines. Pour de plus amples renseignements sur nos programmes, consultez nos pages Web: <http://www.mia.ca/faculty/arts-letters/ml/index.htm>. Veuillez envoyer un curriculum vitae et un dossier pédagogique, et faire parvenir trois lettres de recommandation directement à Dr. Peter Edwards, Directeur, Département de langues et littératures modernes, 494 York Street, Cobourg, Ontario, Canada K9J 5W6. Téléphone: 506-364-2478, courriel: pedwards@mta.ca, télécopieur: 506-364-2422. Nous n'acceptons pas de demandes électroniques. La date limite pour la réception des dossiers est le 6 décembre 2003. L'Université Mount Alison soutient à l'équité en matière d'emploi et invite les candidatures de toutes les personnes qualifiées, femmes et hommes, y compris les autochtones, les personnes handicapées et les membres de minorités visibles. Toute personne qualifiée est encouragée à poser sa candidature, cependant, ce concours s'adresse en priorité aux citoyens et citoyennes canadiens ainsi qu'aux résidents permanents du Canada.

College of Arts, Social & Health Sciences

Assistant Professor, Economics Program (2 Tenure-Track Positions)

The University of Northern British Columbia invites applications for one or more tenure-track positions at the rank of Assistant Professor within the Economics Program in the College of Arts, Social & Health Sciences. These positions will be subject to budgetary approval and the anticipated start date is July 1, 2004. For one position a specialization in Natural Resources and/or Environmental Economics is required, for the second position a specialization in Quantitative Methods and/or Applied Economics is required.

Applicants should ideally possess a Ph.D. and

demonstrate evidence of effective teaching and research ability. Applicants should clearly state their areas of teaching competence in their letter of application. The Economics Program offers an undergraduate degree and jointly offers a Master's degree in International Studies. For more information on the Economics Program please visit the Economics website at www.unbc.ca/economics. UNBC is a small, research intensive university which offers opportunities for Faculty to pursue their research interests regionally, nationally and internationally.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and e-mail information) quoting competition #AE27-03(3) B to: Dr. Deborah Poff, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300. Please direct inquiries to: Dr. Paul Bowles, Chair of Economics, at Telephone: (250) 960-6648. Fax: (250) 960-5545. E-mail: paul@unbc.ca. Applications received on or before December 19, 2003 will receive full consideration; however applications will be accepted until the position is filled.

For more information, visit our Web site: www.unbc.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, Aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

www.unbc.ca

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,000 students, 1,200 faculty and staff, and an operating budget of \$103 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary - please see websites.

TENURE-TRACK POSITIONS to commence July 1, 2004 at the ranks of Associate or Assistant Professors. For more details please visit websites

FACULTY OF ARTS
 In the Economics Department, International Languages Department (Spanish), Political Science Department and Psychology Department - www.uregina.ca/hr/recruitment.html

FACULTY OF EDUCATION
 In the areas of Early Childhood Education, Physical Education, Social Studies Education and Nurse Education - <http://education.uregina.ca/employment>

FACULTY OF SCIENCE
 Department of Mathematics and Statistics - www.math.uregina.ca

FACULTY OF SOCIAL WORK
 Two Assistant Professor positions - www.uregina.ca/hr/recruitment.html

TERM POSITION to commence July 1, 2004 at the rank of Assistant Professor.

FACULTY OF ARTS
 Department of International Languages (Spanish) - www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca



UNIVERSITY OF REGINA

University of Regina,
 3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

CAREERS CARRIÈRES

Ontario Institute for Studies in Education OISE/UT of the University of Toronto

Canada Research Chair (Tier I) Educational Leadership

Applications are invited for a Tier I Canada Research Chair in Educational Leadership. This tenured position is part of the Education Policy cluster in the University of Toronto's Canada Research Chairs program. The appointment will be made in OISE/UT's Department of Theory and Policy Studies in Education.

The appointment will present exceptional opportunities for the successful candidate to undertake, lead, and participate in new initiatives which focus on understanding how contextual factors shape leadership, and the policies and practices which might be brought to bear on improving leadership. The successful candidate will apply cross-disciplinary approaches and employ broad and multiple conceptions of leadership.

Applicants must have a doctoral degree and an extensive and outstanding record of scholarship and impact on the field that is internationally recognized.

The scholar who occupies this position will be expected to pursue an active program of research, including interactions with the field, that emphasizes the improvement of educational leadership in Canada and internationally. The holder of this Canada Research Chair will develop and teach graduate and teacher education courses and supervise graduate students.

The appointment will be made at the rank of Professor, and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2004.

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2003 to Professor Jane Gaskell, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario M5S 1V6. (Alternatively, letters of application addressed to Professor Gaskell can be submitted by e-mail to the following address: academic.positions@oise.utoronto.ca). Three signed confidential letters of reference should be sent directly to Professor Gaskell by mail or fax (416-926-4775) by the same date.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PROFESSEUR, PROFESSEURE EN RELATIONS INDUSTRIELLES SANTÉ ET SÉCURITÉ DU TRAVAIL

Le Département des relations industrielles est à la recherche d'une professeure ou d'un professeur pouvant dispenser des enseignements aux 1^{er}, 2^e et 3^e cycles, laire de la recherche, publier des ouvrages scientifiques et diriger des thèses de maîtrise et de doctorat en santé et en sécurité du travail.

Le ou la titulaire doit également participer aux autres activités académiques et administratives du département.

> QUALIFICATIONS REQUISES

Les candidats et candidates doivent détenir un doctorat en relations industrielles, en santé et sécurité, en ergonomie ou dans une discipline connexe. Une double spécialisation en santé et sécurité et en ergonomie est un atout. Les candidatures de personnes déjà engagées dans des études doctorales seront considérées.

Le dossier de la personne candidate devra témoigner de son intérêt pour l'enseignement et de sa capacité à réaliser des recherches universitaires en santé et en sécurité du travail.

> DATE D'ENTRÉE EN FONCTION : À partir du 15 janvier 2004.

> TRAITEMENT : Selon la convention collective.

Faire parvenir votre curriculum vitae au plus tard le 15 octobre 2003 à :

Fernande Lamonde, directrice
Département des relations industrielles
Pavillon J.A. de Séve
Université Laval
Québec (Québec) Canada G1K 7P4

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes.

En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidents et résidentes permanents du Canada.

www.ulaval.ca

UNIVERSITÉ
LAVAL
Aujourd'hui Québec, demain le monde

■ **L'UNIVERSITÉ DE WINDSOR** — Le programme d'Études françaises sollicite des candidatures pour un poste de professeur ou professeur au rang d'adjoint menant à la permanence dans les domaines suivants : Linguistique ou ethnolinguistique du français avec une spécialisation en dialectologie franco-canadienne. Le poste est à temps plein, réserve d'approbation budgétaire. La date d'entrée en fonction prévue est le 1^{er} juillet 2004. Envoyez votre demande au Dr. Veronique Franch, Directrice Études françaises Langues, littératures et cultures University of Windsor, Windsor, ON N9B 3P4 Téléphone: 519-253-3000 poste 2062. Télécopieur : 519-971-3648 Courriel: vfranch@uwindsor.ca. Pour toute information supplémentaire concernant cette offre d'emploi ou la politique d'embauche de l'Université de Windsor, veuillez contacter Mme Jénice Diach, Directrice, Faculty Recruitment, en composant le 1-877-665-6608 ou en envoyant un message à recruit@uwindsor.ca.

FRENCH

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in French Language and Literature in the area of French Linguistics or Ethnolinguistics, with specialization in Franco-Canadian dialectology at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Veronique Franch, Chair, French Studies, University of Windsor, Windsor, Ontario N9B 3P4. Phone: 519-253-3000, Ext. 2062. Fax: 519-971-3648. Email: vfranch@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

GEOGRAPHY

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has an outstanding position available in the area of urban sustainable transport. Please see our full-page ad in this issue or visit us on the Web at <http://arts.concordia.ca/interney/jobs.cfm>.

GERMAN & SPANISH

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in Spanish and German with expertise in the area of applied linguistics in the Department of Languages, Literatures, and Culture at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Detmar Lage, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4. Tel: 519-253-3000, Ext. 2873; Fax: 519-971-3648; email: tlage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diach, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

GERMANIC & SLAVIC STUDIES

■ **THE UNIVERSITY OF WATERLOO** — Applications are being accepted for a tenure-track appointment at the Assistant Professor level, beginning September 1, 2004. In keeping with the strengths of the University of Waterloo, the department is seeking a researcher and teacher to contribute to the department's focus areas: undergraduate language and culture studies and graduate study in critical studies and applied linguistics. The successful applicant must be a native or near-native speaker of German, hold a PhD or equivalent (by date of appointment) with a specialization in any area of applied linguistics and humanities computing; a dedicated teacher at the undergraduate and graduate levels; and a strong committed researcher, with an interest in interdisciplinary humanities computing research. Knowledge of Russian and ability to work in Slavic languages is a definite asset. Applications should include a Curriculum Vitae, evidence of teaching accomplishment, and at least one sample of recent research work. Confidential letters from three references are required. In order to be eligible for consideration, applications and letters of reference must be received by December 2, 2003. Please send applications and letters of reference to Dr. Robert Karpiak, Acting Chair, Department of Germanic and Slavic Studies, University of Waterloo, Waterloo, Ontario N2L 3G1. Tel: 519-888-4567, ext. 2428. Fax: 519-746-5243. Email: rkarpia@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Salary range is commensurate with qualifications and experience. This appointment is subject to the availability of funds. Further details about the department and its mission at <http://germanicandslavic.uwaterloo.ca>.

HEALTH & SOCIETY

■ **McGILL UNIVERSITY** (Montreal, Quebec, Canada) invites applications for a series of new tenure-track (or tenured) joint appointments in the Faculties of Arts and Medicine in the broad areas of Health and Society, focusing on social science approaches to health issues. Research and teaching in interdisciplinary research include: the economics of healthcare, health system organization, or health services evaluation; public policy and health; social statistics, with emphasis on population health; the study of physician and patient behaviour; gender and health; nutrition, diet, and disease; mental health and psychiatry. For these special joint appointments, McGill University wishes to attract scholars who have innovative research programs bridge the disciplines of the social sciences and medicine, who can contribute to the intellectual life of both Faculties of Arts and Medicine, and who will build networks of collaboration between the two Faculties and the wider community. Under this initiative, two appointments will be made in Health and Society and two appointments in the Philosophy and Language of Medicine. Please see the parallel advertisement at www.mcgill.ca/academic/recruitment.htm. These positions will provide a unique opportunity to pursue scholarship in a rich intellectual environment. Applicants should hold a PhD or other terminal degree in an appropriate field. In appropriate interdisciplinary appointments, the University seeks emerging scholars (no more than ten years from the PhD) with outstanding promise, who have the potential to achieve international recognition as leaders in their fields within five to ten years. Application dossiers must include the following: a letter of application which discusses your research program, with particular attention to the ways in which it bridges and contributes to both Arts and Medicine. It must also identify appropriate home department units in both Arts and Medicine; your CV; one to three representative publications; the names of three referees whom the University may contact on your behalf. Applications should be sent to: Arts/Medicine Search Committee, Health and Society Stream, c/o Professor Laurence Kuyumci, Division of Social & Transcultural Psychiatry, 1033 King Ave. West, Montreal, Quebec H3A 1A1. In addition to sending a full dossier by mail, candidates must also send an electronic copy of their letters of application and their CV to the secretary of the search committee at: psych@mcgill.ca. (Please put "Health and Society" in the video address line). Applications must be received by October 31, 2003 in order to be assured of full consideration, although the search will continue until suitable candidates are found. McGill University is committed to equity in employment. The language of instruction at McGill is English, but working knowledge of French is also an asset.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Health Studies and Gerontology has available a tenure-track position for a Behavioural or Social Scientist in Population Health. The University will offer Tier 2 interdisciplinary perspective that spans the biological and social behavioural dimensions of health promotion research. Candidates with a wide variety of backgrounds (including psychology, sociology, geography, health promotion, aging, social to behavioural epidemiology, social marketing, and anthropology) are encouraged to apply. Anticipated start date is July 1, 2004, but an earlier appointment is possible. Department members have established strong, well-funded research programs with many collaborative opportunities and linkages with all levels of government and the national and international research community. The Department is affiliated with several large research centres — all housed in the Faculty of Applied Health Sciences. These include the Health Behaviour Research Group (HBGR), the Resident Assessment and Support Health Informatics Project (RAHIP), the Centre for Behavioural Research and Program Evaluation (CBPRE), and the Canadian Sociobehavioural Cancer Research Network funded by the Canadian Cancer Society/National Cancer Institute of Canada, and the Kenneth G. Munay Alzheimer Research and Education Program (MAREP). There are also close links to the new university-wide Institute for Health Informatics Research. The University is at the hub of Canada's Technology Triangle, which provides a rich environment for educational, recreational, and business opportunities to local residents. Applicants must have a PhD or equivalent and a commitment to both funded research and teaching excellence. An appointment at the rank of Assistant or Associate Professor is anticipated. Send Curriculum Vitae (including a statement of research and teaching interests accompanied by three letters of reference) and three letters of reference by November 15, 2003 to Dr. Stephen McCall, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (<http://www.ahs.uwaterloo.ca/hsg/>). This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The new University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

HEALTH INFORMATICS

■ **THE UNIVERSITY OF WATERLOO** — The School of Optometry is accepting applications for a 5-year definite term Research Chair in Health Informatics. There is the possibility of conversion to a probationary appointment contingent upon funding. The successful candidate will be expected to develop a multidisciplinary team of researchers within the School of Optometry. This group is anticipated to comprise researchers from Engineering, Computer Science, and Health Informatics to carry out Health Informatics research. The candidate will be expected to attract peer reviewed funding, develop inter-university collaborations and actively participate in the University of Waterloo Institute for Health Informatics Research. The successful candidate must have a demonstrable record of cross-disciplinary research in health informatics and track record in Health Informatics and clinical epidemiology is essential. The successful candidate should have a strong research background in research design, advanced regression methods, managing confounding variables in observational studies and epidemiologic methodology would be advantageous. Salary is negotiable within a range commensurate with experience. A letter of application, curriculum vitae, and three confidential letters of recommendation should be sent by October 31st to: Dr. William Bobier, School of Optometry, University of Waterloo, 200 University Avenue West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply. Canadians and permanent residents of visible minorities, native peoples and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds. The J. W. Graham Information Technology Trust will provide financial support for the position in honour of the late Prof. Wesley (Wes) Graham, known as the father of computing at the university.

HEALTH SCIENCES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications and nominations are invited to the position of Dean, Faculty of Health Sciences, University of Western Ontario. The appointment will be effective 1 July 2004. For a period of five years, the successful candidate should have a strong record of accomplishment in research and teaching, and in academic administration, including a demonstrated ability to lead a Faculty distinguished in scholarship, teaching and professional education. The next Dean must possess the necessary administrative and interpersonal skills to lead the continuing development of the academic programs, research and creative life within the Faculty. The University of Western Ontario has a total enrolment of over 25,000 full-time equivalent students, including undergraduate and professional programs. The Faculty of Health Sciences is a large, diverse and vibrant, multidisciplinary, undergraduate and graduate teaching, accredited professional educational programs, and research. Established in 1997, the Faculty brought together programs in the Schools of Nursing, Communication Sciences and Disorders, Occupational Therapy, Physical Therapy and Kinesiology, including Sports and Recreational Services. It is also home for a newly-developed undergraduate program in Health Science. There are approximately 100 full-time faculty, enrolments in 2001-2002 were: 2,638 undergraduates, 2,425 masters, and 45 Doctoral students. The Selection Committee expects to begin its review of candidates in October, 2003. Additional candidates are unlikely to be considered after November 1, 2003. Nominations and applications should be submitted to: Dr. Greg Moran, Provost and Vice-President (Academic), Room 115 Stevenson-Lawson Building, The University of Western Ontario, London, Ontario, N6A 5B8. Telephone: 519-661-3110, fax: 519-661-3676. Applications should include a curriculum vitae and the names of at least three referees with additional information in regard to the Faculty, please visit the web site at: <http://www.uwo.ca/rhs/>. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

HEALTH STUDIES & GERONTOLOGY

■ **THE UNIVERSITY OF WATERLOO** — The Department of Health Studies and Gerontology has available a tenure-track position for a Behavioural or Social Scientist in Population Health. The University will offer Tier 2 interdisciplinary perspective that spans the biological and social behavioural dimensions of health promotion research. Candidates with a wide variety of backgrounds (including psychology, sociology, geography, health promotion, aging, social to behavioural epidemiology, social marketing, and anthropology) are encouraged to apply. Anticipated start date is July 1, 2004, but an earlier appointment is possible. Department members have established strong, well-funded research programs with many collaborative opportunities and linkages with all levels of government and the national and international research community. The Department is affiliated with several large research centres — all housed in the Faculty of Applied Health Sciences. These include the Health Behaviour Research Group (HBGR), the Resident Assessment and Support Health Informatics Project (RAHIP), the Centre for Behavioural Research and Program Evaluation (CBPRE), and the Canadian Sociobehavioural Cancer Research Network funded by the Canadian Cancer Society/National Cancer Institute of Canada, and the Kenneth G. Munay Alzheimer Research and Education Program (MAREP). There are also close links to the new university-wide Institute for Health Informatics Research. The University is at the hub of Canada's Technology Triangle, which provides a rich environment for educational, recreational, and business opportunities to local residents. Applicants must have a PhD or equivalent and a commitment to both funded research and teaching excellence. An appointment at the rank of Assistant or Associate Professor is anticipated. Send Curriculum Vitae (including a statement of research and teaching interests accompanied by three letters of reference) and three letters of reference by November 15, 2003 to Dr. Stephen McCall, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (<http://www.ahs.uwaterloo.ca/hsg/>). This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The new University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

HISTORY

■ **McGILL UNIVERSITY** — The Department of History invites applications for a tenure-track position at the rank of assistant professor in early modern in continental European history, effective 1 September 2004. The successful candidate should have a PhD and show promise of excellence in teaching and scholarly research. The ability to teach undergraduate students in early modern history is an asset. The position is full-time. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of recommendation should be sent to: Dr. Brian Lewis, Chair, Department of History, McGill University, 655 Sherbrooke Street West, Montreal, Quebec H3A 2B4. The application deadline is 15 November 2003. We encourage all qualified people to apply. Canadians and permanent residents will be given priority. McGill University is committed to equity in employment. English is the language of instruction at McGill, but knowledge of French is an asset.

■ **THE UNIVERSITY OF GUELPH** invites applications for a tenure track position in the history of late medieval and early modern Europe at the rank of Assistant Professor, effective 1 July 2004 or negotiable. Preference will be given to candidates who completed PhD. The appointee will be expected to contribute to undergraduate teaching at all levels of instruction in the Department's graduate (M.A. and PhD) activities through the The University Graduate Program in History. The appointee will have demonstrated commitment to teaching and research excellence. An interest in new teaching technologies is desirable. The University of Guelph is a highly ranked comprehensive university located one hour's drive west of Toronto. Applicants should send curriculum vitae, three letters of reference, and a statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent directly to both: Ewan, Chair of Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 by 17 November 2003. (See: <http://www.uoguelph.ca/history/>). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts & Science has up to two tenure-track positions available, one in the History of Colonial North America and one in the History of Latin America and the Hispanic World. Please see our full page ad in this issue or visit us on the Web at <http://www.arts.concordia.ca/interney/jobs.cfm>.

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications for a tenure track appointment in the field of Canadian history, with non-exclusive areas of particular interest being the environment and/or women's gender. The position will begin in September, 2004. The appointment will be made at the Assistant Professor level. Salary range matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The new University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CAREERS CARRIÈRES

LINGUISTICS

■ **THE UNIVERSITY OF LETHBRIDGE** — The Department of Modern Languages requires an Assistant Professor tenure track, beginning 1 July 2004, subject to budgetary approval. A start date of January 1, 2004 may be possible. A PhD in Linguistics is required, as is experience teaching Linguistics at the post-secondary level. The successful applicant will teach introductory and intermediate courses in Linguistics and Sociolinguistics, and will be expected to offer upper-

level courses in his or her area of specialization. Knowledge of one or more of the languages taught in the Department of Modern Languages — French, German, Japanese, Spanish — would be an asset. A strong commitment to and an appropriate record of scholarship and original research are required. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking

environment. New faculty are eligible for funding in support of research and scholarly activities. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the plains, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of approximately 7000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available.

The University is an equal opportunity employer and offers a non-smoking environment. For more information about the University please visit our web site at www.uleth.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should include curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publications, reprints, or preprints, a statement of teaching philosophy and research interests, and names of at least three referees to be mailed directly to: Dr. Tim Pope, Chair, Department of Modern Languages, the University of Lethbridge, 4402 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone (403) 329-2561, Fax (403) 329-5187, or e-mail pope@uleth.ca. The closing date for applications is November 30, 2003.

LOGISTICS

■ **THE UNIVERSITY OF MANITOBA** — Applications are invited for two (2) tenure-track positions in Logistics/Supply Chain Management in the I.H. Asper School of Business at the University of Manitoba. One appointment will be at the Associate or Full Professor level, depending on qualifications. The provincial government of Manitoba has created 5 new positions in this area, and recruiting to fill these positions will be ongoing over the next few years. Plans currently include the formation of a new department of Logistics/Supply Chain Management in the Asper School of Business. A new major in the area is being introduced in the fall of 2003. Outlets include research, teaching at the undergraduate and graduate levels, and professional service for the Transport Institute, the University and the community. Candidates must be actively engaged in research, and be motivated and able to contribute to our M.B.A., M.Sc., and Ph.D. programs. The position requires a strong research orientation in one or more of the following areas: logistics, supply chain management, operations management, or marketing. There may also be opportunities for teaching in the areas of transport economics and transportation management. Candidates for the Associate or Full Professor position must possess a PhD in Logistics/Supply Chain Management or a closely related field and have a record of publication. The successful candidate will lead a major new initiative in Logistics/Supply Chain Management at the Asper School. The start date is July 1, 2004. Candidates for the Assistant Professor position must possess a PhD (or be near completion) in Logistics/Supply Chain Management or a closely related field and have a strong commitment to research. The start date is January 1, 2005, however an earlier date may be negotiated. The deadline for applications for both positions is November 30, 2003. Salary is commensurate with qualifications, experience, and research record. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The School offers undergraduate, MBA, M.Sc., and PhD de-

grees. It is composed of 54 full-time faculty members and provides substantial research funding for new faculty members. The School is located in a first-rate physical facility, and is equipped with state-of-the-art computer facilities. The Transport Institute, which is housed within the Asper School of Business, is one of Canada's prominent transportation research institutes. The Institute is comprised of academics and professional staff who conduct applied research on transportation issues relevant to government and private companies throughout Canada. Opportunities exist for the successful candidate to be involved with the Transport Institute as it pursues its mission in the coming years. For more information about the Asper School of Business and the Transport Institute, visit the Web site at www.umanitoba.ca/asper. The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population of 650,000. The city offers all the facilities of a major city, but with the atmosphere of a smaller, friendly city. Winnipeg provides a high quality of life and offers access to some of the most beautiful lake country and recreational facilities in North America. In addition, it boasts the lowest cost-of-living among major cities in Canada. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Qualified candidates should clearly indicate which position they are applying for and send their applications including a curriculum vitae and the names and addresses of three referees to: Dr. Frederick A. Staker, Associate Dean and Chair of the Search Committee, The University of Manitoba, I.H. Asper School of Business, 318 Drake Management Centre, Winnipeg, MB R3T 5V4, Tel: (204) 474-8510, Fax: (204) 474-7544, email: fred.staker@umanitoba.ca. The position requires a strong research orientation in one or more of the following areas: logistics, supply chain management, operations management, or marketing. There may also be opportunities for teaching in the areas of transport economics and transportation management. Candidates for the Associate or Full Professor position must possess a PhD in Logistics/Supply Chain Management or a closely related field and have a record of publication. The successful candidate will lead a major new initiative in Logistics/Supply Chain Management at the Asper School. The start date is July 1, 2004. Candidates for the Assistant Professor position must possess a PhD (or be near completion) in Logistics/Supply Chain Management or a closely related field and have a strong commitment to research. The start date is January 1, 2005, however an earlier date may be negotiated. The deadline for applications for both positions is November 30, 2003. Salary is commensurate with qualifications, experience, and research record. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The School offers undergraduate, MBA, M.Sc., and PhD de-

grees. It is composed of 54 full-time faculty members and provides substantial research funding for new faculty members. The School is located in a first-rate physical facility, and is equipped with state-of-the-art computer facilities. The Transport Institute, which is housed within the Asper School of Business, is one of Canada's prominent transportation research institutes. The Institute is comprised of academics and professional staff who conduct applied research on transportation issues relevant to government and private companies throughout Canada. Opportunities exist for the successful candidate to be involved with the Transport Institute as it pursues its mission in the coming years. For more information about the Asper School of Business and the Transport Institute, visit the Web site at www.umanitoba.ca/asper. The University of Manitoba is located in Winnipeg, a cosmopolitan city with a population of 650,000. The city offers all the facilities of a major city, but with the atmosphere of a smaller, friendly city. Winnipeg provides a high quality of life and offers access to some of the most beautiful lake country and recreational facilities in North America. In addition, it boasts the lowest cost-of-living among major cities in Canada. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and people with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Qualified candidates should clearly indicate which position they are applying for and send their applications including a curriculum vitae and the names and addresses of three referees to: Dr. Frederick A. Staker, Associate Dean and Chair of the Search Committee, The University of Manitoba, I.H. Asper School of Business, 318 Drake Management Centre, Winnipeg, MB R3T 5V4, Tel: (204) 474-8510, Fax: (204) 474-7544, email: fred.staker@umanitoba.ca. The position requires a strong research orientation in one or more of the following areas: logistics, supply chain management, operations management, or marketing. There may also be opportunities for teaching in the areas of transport economics and transportation management. Candidates for the Associate or Full Professor position must possess a PhD in Logistics/Supply Chain Management or a closely related field and have a record of publication. The successful candidate will lead a major new initiative in Logistics/Supply Chain Management at the Asper School. The start date is July 1, 2004. Candidates for the Assistant Professor position must possess a PhD (or be near completion) in Logistics/Supply Chain Management or a closely related field and have a strong commitment to research. The start date is January 1, 2005, however an earlier date may be negotiated. The deadline for applications for both positions is November 30, 2003. Salary is commensurate with qualifications, experience, and research record. The I. H. Asper School of Business is accredited by AACSB and is the principal business school in the province of Manitoba. The School offers undergraduate, MBA, M.Sc., and PhD de-

MATHEMATICS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Tenure-track position in Topology. The Mathematics Department at the University of British Columbia is seeking candidates for a tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2004. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants should have an outstanding research record in Algebraic Topology or Geometric Topology, in exceptional circumstances, outstanding applicants in other areas of pure mathematics may be considered. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The Mathematics Department has strong connections with the Pacific Institute for the Mathematical Sciences (PIMS). The salary will be commensurate with experience and research record. Applicants should send a current CV including a list of publications, statement of research and teaching interests, and should arrange for three letters of reference to be sent directly to: Chair, departmental committee on appointments, Department of Mathematics, University of British Columbia, #121, 1904 Mathematics Road, Vancouver, B.C. Canada V6T 1Z2. The deadline date for applications is November 24, 2003. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however Canadian citizens and permanent residents will be given priority.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Tenure-track position in Mathematical Finance and Mathematical Economics. The Mathematics Department at the University of British Columbia is seeking candidates for a tenure-track Assistant Professorship, subject to funding, with a starting date of 1 July 2004. Exceptional candidates at the Associate Professor or Professor level may be considered. Applicants must have an outstanding research record in one or more of: computational methods in finance, stochastic analysis applied to finance or economics, or optimization/control applied to finance or economics. The successful applicant is expected to interact with related groups in the Mathematics Department and have demonstrated interest and ability in teaching. The Mathematics Department has strong connections with the Pacific Institute for the Mathematical Sciences (PIMS). The salary will be commensurate with experience and research record. Applicants should send a current CV including a list of



CANADA RESEARCH CHAIR (TIER I) Natural Resource Development & Environmental Sustainability

Memorial University of Newfoundland invites applications for a Canada Research Chair (Tier I) in Natural Resource Development and Environmental Sustainability. The ideal candidate will be a distinguished scholar with an established record of research in one or more sectors of natural resource development of strategic importance to the University and the province, and with a demonstrated focus on environmental sustainability. The chair holder will be expected to lead social science and environmental (biophysical) research on the relationships between natural resource development, environment and community sustainability, and policy development, with particular reference to peripheral regions including Newfoundland and Labrador. She or he will work toward establishing Memorial University of Newfoundland as an international centre of excellence in this research area, and will provide stimulating research opportunities and training for graduate students. She or he will also have demonstrated a commitment to communicating the results and importance of scholarly research to the public.

While the Canada Research Chair position will be located in an academic department in the Faculty of Arts, the chair holder will be expected to engage in and act as a catalyst for strong interdisciplinary research and teaching both within the Faculty and in collaboration with researchers in other academic units. The chair holder will thus build on Memorial's track record of collaborative environmental research and partnership development through such programs as the Tri-Council project "Sustainability in a Changing Cold-Ocean Coastal Environment" and the SSHRC/NSERC MCRI grant "Coasts Under Stress".

Applicants should submit a curriculum vitae, a statement of research interests and plans, a teaching dossier, and the names of three referees to: Dr. David Graham, Dean, Office of the Dean of Arts, Memorial University of Newfoundland, St. John's, Newfoundland, Canada A1C 6S7; Telephone: (709) 737-6254; Fax: (709) 737-2135; Email: deanarts@mun.ca.

Consideration of applications will begin October 31, 2003, and will continue until the position is filled.

A Tier I Chair should be an established researcher who is internationally recognised as a leader in his or her field. Details on the CRC program can be found at www.chairs.gc.ca. For further information about the Canada Research Chair program at Memorial University, please visit our web site at www.mun.ca/research/crc/. Information on the Faculty of Arts at Memorial University can be found at www.mun.ca/arts/.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to over 17,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Canada Research Chair

Department of Physics

The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University of Lethbridge is an equal opportunity employer.

University of Lethbridge



The Department of Physics at the University of Lethbridge is pleased to announce the search for a CRC Chair, of Tier 2 type (see <http://www.chairs.gc.ca>), in the general area of hyperspectral imaging. Possible specific research subjects include: experimental astrophysics, infrared imaging spectroscopy, aeronomy, environmental monitoring, and medical imaging. We invite applications from individuals with the promise of leadership in their field.

Among primarily undergraduate universities in Canada, Lethbridge is consistently top-ranked in NSERC-funded research. For information on our department, see <http://www.uleth.ca/phy/>. Potential sources of research funding for the successful applicants include the Natural Sciences and Engineering Research Council, the Canada Foundation for Innovation, and the Alberta Ingenuity Fund.

The successful candidate will become part of the University's proposed Hyperspectral Imaging Laboratory for Remote Sensing Applications, to be built on the success of the U of L Astronomical Instrumentation Group (see <http://www.uleth.ca/phy/naylor/>). The University wishes to expand in this area of expertise and to form one of the leading Canadian centres in the emerging field of hyperspectral imaging.

The candidates will be judged primarily on excellence in research and on their teaching potential. Applicants should submit a curriculum vitae that includes a list of publications, a research plan, a short statement of teaching philosophy, and must arrange for three letters of recommendation to be sent to: Professor Mark Walton, Chair, Department of Physics, The University of Lethbridge, Lethbridge, Alberta, T1K 3M4, Canada. We will begin to consider complete applications October 31, 2003, and the search will continue until the position is filled.

community. Partners of candidates with other job opportunities.


Memorial University is part of a lively, local scientific and engineering community. Partners of candidates are encouraged to discuss their resume for possible matching with other job opportunities.



CAREERS CARRIÈRES

Faculty of Fine Arts

TENURE-TRACK POSITIONS



www.yorku.ca

York University, Canada's third largest university, is located within a culturally diverse urban setting in the heart of the Greater Toronto Area.

York's Faculty of Fine Arts is one of Canada's largest and most comprehensive professional training and research institutions for fine arts and design. The Faculty comprises some 2,800 students and 165 faculty working in all areas of fine arts practice and scholarship.

The Faculty of Fine Arts invites applications for full-time tenure-track positions at the rank of **Assistant Professor** (unless otherwise specified) in departments as indicated below

Applicants are asked to send a letter of application, a current CV and requested supporting materials, by the deadline noted for each position, to the appropriate individual, at **Faculty of Fine Arts, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The anticipated starting date for all positions is July 1, 2004. Salary will be commensurate with the qualifications and experience of the candidate.

All positions at York University are subject to budgetary approval. These positions are posted on the York University Web site (www.yorku.ca) and the Faculty of Fine Arts Web site (www.finearts.yorku.ca).

Dance Dance Studies

The Department of Dance invites applications for **one position** from individuals who specialize in Ethnology/Anthropology and/or World Dance (theory and/or studio/performance). Experience in one or more of the following additional areas would be an asset: dance and technology, performance/choreography, community dance, documentation/heritage/reconstruction, dance film/video, dance science/somatic education, dance education, production/design for dance, dance therapy/psychology. The position involves undergraduate/graduate teaching, supervision, and research. Candidates must hold a PhD or equivalent, show excellence or promise of excellence in teaching and in scholarly research and publication, and be amenable to the Graduate Program in Dance. The ideal candidate will have an interest and experience in teaching large lecture courses, for both majors and non-majors. The ability to teach studio courses in World Dance will be an asset.

A letter of application, current curriculum vitae, statement of research and teaching interests, three letters of reference, and teaching evaluations should be sent, by **December 1, 2003**, to Penelope Reed Osoob, Chair, Department of Dance. Fax: 416-736-5743. E-mail: prdoob@yorku.ca

Design

The Department of Design invites applications for **two positions** to teach at the undergraduate level, and help shape the activities of a Design Research Institute and an MDes program. The Bachelor of Design degree is offered as part of a joint program in design with the Sheridan Institute of Technology and Advanced Learning, in Oakville. The undergraduate curriculum focuses upon all aspects of Design Studies, Communication Design, Information Design, and Interactive Multimedia systems. Teaching and research facilities are housed in the

new Technology Enhanced Learning Building at York. The Department is interested in applicants with demonstrated teaching capability at the undergraduate/graduate levels, and a strong commitment to design research, methods, theory and user-centred practice. Responsibilities include teaching in the undergraduate program and in the future graduate program, participating in departmental governance and committees, course and curriculum development, as well as advising and evaluating incoming students. Applicants should have the relevant terminal graduate degree and either possess, or be willing to seek, RGO membership in Ontario. Candidates with strong previous teaching and/or extensive professional experience and a track record in research will be given preference. Rank will be at either the Assistant or the Associate Professor level.

Design Studies

Along with being able to teach in at least one practicum area, the successful applicant will provide research and leadership in at least two of the following areas: design history; design research; design theory; design management; information and systems management.

Communication Design

Along with being able to teach in at least one Design Studies area, the successful applicant will provide research and leadership in at least two of the following areas: information design; graphic design; typography; knowledge management systems (in both digital and traditional formats).

A letter of application stating interests in the areas of research, teaching and practice, examples of research and/or design work, examples of students' work (if available), a curriculum vitae, and a list of five academic and/or professional references should be sent, by **December 31, 2003**, to Design Search Committee, c/o Barb Batke, Administrative Assistant, Department of Design. Fax: 416-736-5450. E-mail: bbatke@yorku.ca

Film & Video

The Department of Film & Video invites applications for **two positions** in Historical, Critical and Theoretical Studies. The Department offers BA, BA Honours, and MA degrees in film studies, and members of the faculty are cross-appointed to other graduate programs within the University offering cross-disciplinary doctoral work in Film Philosophy, Political Science, Social and Political Thought, History, and Communications and Culture. Responsibilities include teaching a full range of undergraduate and graduate courses, supervising graduate thesis work, serving on departmental, Faculty and University committees, advising students, and curriculum development. Applicants should have a PhD in Film Studies or a related discipline, and show excellence or promise of excellence in teaching and in scholarly research and publication. The Department welcomes a working knowledge of both of Canada's official languages, and the ability to support, through cross-appointment, one of the doctoral programs noted above.

German & French Film History

Specialization in the following is preferred: German and French film history; critical theory; post-colonial and diasporic cinema.

Classic & Contemporary Film Theory

Specialization in one or more of the following is preferred: classic and contemporary film theory, contemporary documentary; visual culture studies and digital media theory; national and post-colonial cinemas; genre and sexuality studies.

A letter of application, curriculum vitae, three letters of reference, and brief writing sample should be sent, by **December 1, 2003**, to Brenda Longfellow, Chair, Department of Film & Video. Fax: 416-736-5710. E-mail: brenda@yorku.ca

CAREERS CARRIÈRES

Music

The Department of Music, which offers a wide range of curriculum options to a population of some 400 undergraduate and 50 graduate students, invites applications for **two positions**. In addition to a comprehensive program in the performance and historical/theoretical study of Western art music, the Department offers programs in composition, jazz, digital and electronic music, ethnomusicology, film music, popular music, recording technology, contemporary improvisation, and world music performance. Current degree offerings include BA, BA Honours, BFA Honours, MA, and PhD. The Department seeks candidates who can respond to the opportunity created by a student body with extremely eclectic musical interests. The successful candidates will contribute to the development of a mature, vibrant, richly varied program, show promise of curricular innovation at both graduate and undergraduate levels, and demonstrate artistic and/or scholarly ability with an international/national reputation.

Choral Music Performance & Conducting

The successful candidate will have a PhD (or equivalent professional standing and experience), and exceptional ability as an inspiring ensemble conductor. Expertise in one or more areas (e.g. Theory, Musicology, Music Education) is expected; familiarity with a variety of approaches will be considered very beneficial.

Jazz Performance

The successful candidate will have a completed Masters (or equivalent professional standing and experience), and exceptional ability as an inspiring performer. Expertise in one or more additional areas (e.g. Composition, Theory, History) is expected; familiarity with a variety of approaches will be considered very beneficial.

Applicants should submit a letter of application with a curriculum vitae, and arrange for three letters of reference to be sent, by **December 1, 2003**, to: Michael Coghlan, Chair, Department of Music. Fax: 416-736-5321. E-mail: mcoghlan@yorku.ca

Theatre

Movement for Actors

The Department of Theatre invites applications for **one position** in Movement for Actors, with undergraduate/graduate teaching responsibilities. The position requires qualifications to teach movement and dance for actors, with some ability to teach basic voice and body integration. Specialization in another discipline is desirable. The preferred candidate should be able to teach dance techniques such as ballet, modern and/or ballroom, and have a good knowledge of anatomy and alignment, some knowledge of Feldenkrais and/or Alexander or other body-centred systems, some experience in, and understanding of, emotional awareness through the body, and knowledge of period dance. Applicants must have extensive professional experience working with actors, both as a teacher and as a coach or choreographer. The Performance Area of the Department includes a three-year undergraduate conservatory and a two-year graduate program in acting. In addition to the two-year courses in acting, directing and playwriting, the Graduate Program in Theatre offers two-year Diplomas in Movement Teaching and Voice Teaching, which run concurrently with the MFA in Acting. The qualified candidate will hold an appropriate MFA degree or recognized training certificate, have both teaching and production coaching experience, and be able to teach acting.

A letter of application, current curriculum vitae, statement of research and teaching interests, teaching evaluations, and names, addresses and telephone numbers (plus fax and e-mail, if possible) of three referees should be sent, by **December 12, 2003**, to: Robert Fothergill, Search Committee, Department of Theatre. Fax: 416-736-5785. E-mail: robf@yorku.ca

Visual Arts

The Department of Visual Arts, one of the leaders in art history and art practice in Canada, invites applications for **three positions**. Recent renovations of undergraduate studio spaces, expansion of the MFA studios, and a visual art study centre are contributing to the growth of the Department. The Department is committed to teaching critical issues in art and art history, and to the ongoing development of programs in all studies and studio areas. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The position involves graduate teaching and supervision, as well as undergraduate teaching and research.

Asian Art History/Studies

Applicants should specialize in historical and contemporary Asian art history. Specialized knowledge in contemporary Asian art practice is preferred. Requirements include a PhD, and a strong commitment to graduate supervision, administrative duties and responsibilities, including departmental, Faculty and University committees. A letter of application, current curriculum vitae, statement of research interests and teaching philosophy, recent course outlines and teaching evaluations, one or two recent publications, and names, e-mails and addresses of three referees should be submitted.

Contemporary Painting/Studies

Applicants should specialize in contemporary painting practices, and have knowledge of theoretical issues. The successful candidate will be a practising artist with an MFA, have an active exhibition record, and a strong commitment to graduate supervision, administrative duties and responsibilities, including departmental, Faculty and University committees. Candidates should show excellence or promise of excellence in teaching and in creative research and practice. A letter of application, current curriculum vitae, slides or suitable documentation of current work, statement of creative interests and teaching philosophy, one or two recent publications/catalogues, names, e-mails and addresses of three referees, course outlines and teaching evaluations should be submitted.

Contemporary Sculpture/Studies

Applicants should specialize in Contemporary Sculpture practices, including theoretical/materials studies. The successful candidate will be a practising artist with an MFA, have an active exhibition record, and a strong commitment to graduate supervision, administrative duties and responsibilities, including departmental, Faculty and University committees. Candidates should show excellence or promise of excellence in teaching and in creative research and practice. A letter of application with a current, detailed curriculum vitae, slides or suitable documentation of current work, a statement of creative interests and teaching philosophy, one or two recent publications/catalogues, names, e-mails and addresses of three referees, course outlines and teaching evaluations should be submitted. Applications should be sent by **January 15, 2004**, to: Brenda Hicks, Secretary, Tenure Stream Search Committee, Department of Visual Arts. Fax: 416-736-5875. E-mail: bhicks@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

www.finearts.yorku.ca



redefine THE POSSIBLE.

CAREERS CARRIÈRES

ACADIA UNIVERSITY

Wolfville, Nova Scotia



Acadia University has embarked on the next evolution in learning through the Acadia Advantage, an academic initiative that integrates the use of notebook computers into the curriculum of all under-graduate students. It is an exciting undertaking that enhances the university's teaching and learning environment, and continues a tradition which has made Acadia a leader in undergraduate education.

Acadia University invites applications for opportunities in the following areas:

Business Administration

The Fred C. Manning School of Business Administration invites applications for the following position at the assistant professor level effective July 1, 2004.

Position 30124. A tenure-track position with preference given to candidates with expertise in Management Information Systems (MIS) or Operations Management (OM), especially those with teaching and research interests in one or more of the following areas: Technology Management, Supply Chain Management, Database Management, Information Systems Analysis & Design, Knowledge Management, or e-Business.

Salary is commensurate with qualifications, experience and research record. The successful candidate should have a completed or near-completed Ph.D., and evidence of strong research potential.

Send letters of application, recent curriculum vitae, and the names of three referees to: Professor Steven Enman, Director, Fred C. Manning School of Business, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1216, Fax: (902) 585-1085. E-mail: steve.enman@acadia.ca

Further information on the Fred C. Manning School of Business can be found at <http://business.acadia.ca/>

• While applications will be accepted until the position is filled, review of applications will begin as they are received.

Chemistry

Applications are invited for a tenure track position at the rank of Assistant Professor in the Department of Chemistry starting July 1, 2004.

Position 20207. Environmental Chemistry. The Environment is a key component of Acadia's strategic research plan. The university maintains several field stations in Nova Scotia and has recently opened a world-class environmental research centre. Applicants may find the descriptions of current faculty research interests useful at <http://www.acadia.ca/science/chem/home.htm>. The successful candidate will be expected to hold a Ph.D. degree and to develop and maintain both an innovative externally funded research program and an excellent teaching record. Part of the candidate's teaching will be in support of the University's Analytical Chemistry and Environmental Science Programs.

Applications should include a complete resume, research proposal and statement of the candidate's teaching philosophy. Please also include the names, addresses, phone numbers, and e-mail addresses of three people providing letters of reference. Send the application, and arrange to have three confidential letters of reference sent to: Dr. Robert Rasmussen, Acting Head, Department of Chemistry, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1323, Fax: (902) 585-1114. E-mail: rob.rasmussen@acadia.ca.

• Evaluation of applications will commence October 15, 2003.

Economics

The Department of Economics is seeking to fill a tenure-track position at the assistant professor/lecturer level starting July 2004.

Position 10301. While all fields of expertise are open, preference will be given to candidates with a specialization in macroeconomics, money and banking, and/or applied econometrics. Candidates should have a completed or nearly completed Ph.D. The Department is particularly interested in individuals with a strong commitment to teaching and with an active research agenda.

Candidates are asked to supply detailed CVs, and to arrange for three letters of reference to:

John Davies, Head, Department of Economics, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1492, Fax: (902) 585-1070. E-mail: john.davies@acadia.ca

• The closing date is January 31, 2004.

Education

The School of Education invites applications for the following tenure-track positions effective July 1, 2004.

Position 30216. Learning and Technology (an ability to contribute to other aspects of the B.Ed. curriculum such as science or mathematics education)

Position 30205. Counselling/Counsellor Education (school based counselling experience preferred, and certification/registration with a relevant professional organization required).

Position 30210. Special Education (emphasis on inclusive schooling and/or assessment and learning difficulties/disabilities)

Position 30217. Curriculum and Leadership (an ability to contribute to aspects of the B.Ed. curriculum and leadership and school development studies at the graduate level).

Candidates who possess or are near completion of a Ph.D./Ed.D. in the areas designated above are encouraged to apply. Applicants are asked to provide clear evidence of (a) their competence in the area, (b) excellent achievement or potential in teaching and professional supervision, and (c) a well articulated research plan.

Successful candidates will teach in both the B.Ed. and the M.Ed. programs and will actively engage in scholarship and collaborative initiatives within the School. Primary teaching/supervision responsibilities for the Counselling position will be at the graduate level. The School of Education has embarked on a schoolwide B.Ed. curriculum initiative "Teaching in the Age of Technology."

Applicants should forward letters of application including a description of their teaching experience (public school and university), scholarly interests and achievements, potential contributions to the faculty, current curriculum vitae, the names and contact information for three referees, and one scholarly paper to: Dr. Heather Hemming, Director, School of Education, Box 57, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1229, Fax: (902) 585-1071. E-mail: heather.hemming@acadia.ca

Further information on the Acadia School of Education can be found at <http://ac.acadia.ca/edu/home.htm>.

• While applications will be accepted until the position is filled, review of applications will begin as they are received.

Engineering

The Ivan Curry School of Engineering invites applications for a tenure-track appointment as Assistant Professor commencing July 1, 2004.

Position 20401. The successful applicant will be responsible for teaching a maximum of four (4) single-term undergraduate engineering courses per year and coordinating the matching lab/tutorial sessions. He or she will also be expected to develop a viable, externally funded research program in their area of interest.

The courses to be taught will be at the year 1 or year II level, and the school is somewhat flexible as to exact topics to be taken on. Applicants should initially be capable of delivering at least four of the following courses, and specify their preferences in their letters of application. Computer Programming I or II, Electric Circuits I or II, Digital Systems, Thermodynamics, Fluid Mechanics, Technical Communications, Environmental Engineering, Industrial Chemistry, Introduction to

Engineering (General) or Introduction to Chemical Engineering.

Minimum requirements for this position are a research-oriented Master's degree and eligibility for registration as a Professional Engineer in Nova Scotia. A Ph.D. is strongly preferred. Prior teaching experience at the undergraduate level would be a definite asset.

Submit a letter of application, curriculum vitae and three letters of reference to: Dr. Andrew Mitchell, Director, The Ivan Curry School of Engineering, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1206, Fax: (902) 585-1067. E-mail: andrewmitchell@acadia.ca.

• Review of applications will begin Nov. 30, 2003 and continue until the position is filled.

History and Classics

The Department of History & Classics invites applications for the following tenure-track positions at the assistant professor level effective July 1, 2004.

Position 10201. Candidates should have a completed Ph.D. by the appointment date, an established research programme that has led to publications, and a record of innovative and successful teaching. They should be qualified to teach a variety of classical civilization courses including art, architecture, myth, and history, and also to teach Greek and Latin in accordance with the needs of the Department's Classics programme.

Position 10301. Non-western history. Candidates should have a completed Ph.D. by the appointment date, an established research programme, and a sound teaching record. The successful candidate must be willing to teach the non-western survey courses and be qualified to develop courses in at least two of the following areas: Africa, Middle East, the Caribbean/Latin America and the Islamic World.

Submit a letter of application, a curriculum vitae and arrange for three letters of recommendation to be sent to:

Dr. Barry Moody, Head, Department of History & Classics, Acadia University, Wolfville, NS B4P 2R6 Fax: (902) 585-1070. E-mail: barry.moody@acadia.ca

• The closing date is October 31, 2003.

Mathematics and Statistics

The Department of Mathematics and Statistics invites applications for two tenure-track positions beginning July 2004.

Acadia University is an institution with a proud emphasis on undergraduate teaching. In addition to its service teaching, the Department of Mathematics and Statistics provides a range of programs for majors and honours students. Approximately half our undergraduates are female, and the demonstrated ability to act as a mentor for women students will be an asset for these positions. A coop program is thriving, and double major programs in mathematics and statistics with other disciplines are active, particularly with biology, business, computer science and physics.

The Department will be accepting students for September 2004 to its recently approved Master's program in Applied Mathematics and Statistics, and the successful candidates for these positions will be expected to actively participate in this program.

Acadia University is in the nomination process for a Tier II Canada Research Chair in Mathematical Modelling, and in conjunction with this Chair, creating a Centre for Mathematical Modelling and Computation. Of particular interest will be applications to areas such as environmental or life sciences, systems analysis, industry, materials science, commerce or information science. The Chair will augment an already active departmental research environment, in which all tenure-track faculty currently maintain externally funded research programs.

Position 20910. The candidate should have completed a Ph.D. in some area of the mathematical sciences. While the research area is open, the Department has particular interest in the following fields: numerical analysis, combinatorics or combinatorial

optimization, cryptography, and digital signal processing. A profile combining pure and applied interests would be regarded as an asset. The appointment will normally be at the Assistant Professor level.

Position 20906. The candidate should have completed a Ph.D. in Statistics or Actuarial Science, or be near completion. Although normally the appointment will be at the Assistant level, a successful candidate with a Ph.D. in Statistics or Actuarial Science, who holds the appropriate academic rank with a strong demonstrated record of research and teaching within the discipline of Statistics or Actuarial Science, may be appointed at the Associate Professor level.

For this position a genuine commitment to undergraduate teaching and an ongoing research program are required. Post-doctoral experience is desirable, and the possibility of collaboration with current department members will be an asset.

Send, on paper, a curriculum vitae (referring to the appropriate position number) and arrange for three confidential letters of reference to be sent directly to:

Chair, Search Committee, Department of Mathematics and Statistics, Acadia University, Wolfville, NS B4P 2R6 Fax: (902) 585-1074

Information about the department may be found at <http://ace.acadia.ca/math/>

• The closing date is December 12, 2003. Incomplete applications will not be considered.

Nutrition

The School of Nutrition and Dietetics invites applications from qualified candidates for two tenure-track positions at the assistant professor level, beginning on 1 July 2004.

Position 20702. Undergraduate teaching responsibilities will be primarily in the areas of **Clinical and Metabolic Nutrition**. Other duties include developing an externally funded research program, supervising student research projects and co-ordinating the graduate dietetic internship application process. An earned doctorate in Nutrition or related field is required. Eligibility for membership in Dietitians of Canada is essential.

Position 20709. Undergraduate teaching responsibilities will be in the areas of **Sensory Evaluation of Food and Food Commodities**. Other duties include developing an externally funded research program and supervising student research projects. An earned doctorate in Food Science/Sensory Evaluation or related field is required.

Applicants should submit a letter of application (referring to the appropriate position number) and curriculum vitae and arrange for three letters of recommendation to be sent to: Dr. Elizabeth Johnston, Director, School of Nutrition and Dietetics, Acadia University, Wolfville, NS B4P 2R6

• The closing date is January 15, 2004, or until position is filled.

Physics

The Department of Physics invites applications for a tenure-track position at the rank of Assistant Professor starting July 1, 2004. Applicants must have a Ph.D. in Physics or Engineering Physics, must have demonstrated outstanding potential for research in their subfield, and will have demonstrated the potential to become an effective teacher of undergraduate physics. One aspect of the undergraduate program at Acadia is the involvement of senior students in some aspect of faculty research programs.

Current research interests are concentrated in areas of solid state physics with an emphasis on structural characterization of materials, but qualified applicants in any field are encouraged to apply. Multidisciplinary projects with Biology, Chemistry and Geology exist and are encouraged. Current research is facilitated, in part, by Acadia's Centre for Microstructural Analysis that includes the following: TEM, SEM, STM, confocal microscope, plus NMR and FTIR spectrometers. The department also has facilities for fibre-optic and vacuum-deposition research.

The Department of Physics is a leader in studio-based learning which takes place in a technology enriched teaching environment under the University's Acadia Advantage initiative. The successful candidate will be expected to participate in this program. For more information about the Acadia Advantage initiative, see www.acadia.ca. An ability to teach either Electronics or first-year Astronomy would be an asset.

Submit a letter of application, a complete curriculum vitae, a statement of research goals and plans, a statement of teaching interests and philosophy, and arrange for three letters of reference (the names, telephone numbers and addresses of the referees should be included with the application) to be sent to: Dr. Bryan Latta, Department of Physics, Acadia University, Wolfville, NS B4P 2R6 Fax: (902) 585-1816. E-mail: bryan.latta@acadia.ca

• Application deadline is December 15, 2003.

Recreation Management

The School of Recreation Management and Kinesiology invites applications for a tenure-track position, beginning July 1, 2004 at the rank of assistant professor.

Position 30305. The position will require an understanding of the theoretical basis of recreation management and leisure, and the relevant professional applications. An ability to teach in the Recreation Management program core is essential, of particular interest are courses concerning the Introduction to Management in Recreation, Leisure Services Programming and a fourth year capstone course, Professional Issues. The potential to teach in a concentration called "outdoor recreation and tourism" — more specifically recreation and tourism — is also an asset on the socio-psychological dimensions of leadership and program development in this area — is equally important. Demonstrated leadership in field experiences related to either outdoor recreation or adventure tourism is an important asset. The potential to contribute to other aspects of the school's curriculum will also be considered.

The successful candidate for this position will have a Ph.D., will have demonstrated excellence in teaching, and will be expected to develop a program of research and scholarly activity in recreation management and leisure studies, with particular reference to leadership and program development in outdoor recreation or tourism, and to develop links with the profession.

Send letters of application, recent curriculum vitae, and the names of three referees to: Dr. Glyn Bussis, Acting Director, School of Recreation Management and Kinesiology, Acadia University, Wolfville, NS B4P 2R6 Fax: (902) 585-1702. Email: glyn.bussis@acadia.ca

Further information on the School of Recreation Management and Kinesiology can be found at <http://ace.acadia.ca/cas/ps/srm/>

• While applications will be accepted until the position is filled, review of applications will begin as they are received.

Romantics

The Department of English invites applications for a tenure-track position beginning on July 1, 2004.

Position 10411. A specialist in the Romantic period. The successful candidate will also be expected to teach composition and/or literature courses at the first year level.

Forward a letter of application, a curriculum vitae, degree transcripts, copies of recent official teaching evaluations, and a writing sample or publication, and arrange to have three letters of reference sent to: Dr. Richard A. Davies, Chair, Department Selection Committee, Acadia University, Wolfville, NS B4P 2R6 (902) 585-1502, Fax: (902) 585-1070. E-mail: richard.davies@acadia.ca

• The closing date is December 13, 2003.

Acadia University is known for the Acadia Advantage initiative, which incorporates computer technology into the learning process. Faculty members are expected to explore the use of information technology in teaching and exploit its application when they find it enhances the learning environment. The University is committed to supporting these endeavours.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an Equal Opportunity Employer.

While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill positions at a level different from the advertised level or term.

For the most recent information on available faculty positions at Acadia University, please check our web site at: <http://admin.acadia.ca/human/faculty/homepage.html>

ACADIA
UNIVERSITY



CARRIÈRES

NATIVE STUDIES

■ **TRENT UNIVERSITY** – The Department of Native Studies at Trent University invites applications for two (2) tenure-track positions effective 1 July 2004, subject to budget approval. Applicants should possess a PhD (or near completion) and relevant experience in research and teaching. Candidates should also have demonstrated competence and interest in indigenous scholarship and community-based research. The successful candidates will be expected to maintain an active research and publication program, to teach in the undergraduate and MA program and have a desire to participate in the Native Studies PhD Program, as well as normal administrative work within the Department. The Native Studies Program provides an interdisciplinary and creative approach to issues affecting Aboriginal peoples and communities. The program blends indigenous and western perspectives and knowledge. Applicants should submit a curriculum vitae, three letters of reference should be forwarded directly by the referees to: Hiring Committee, Native Studies Program, Department of Native Studies, University of Peterborough, Ontario, K9J 7B8. The closing date for applications is November 15, 2003. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Trent University is an employment equity employer and especially invites applications from women, Aboriginal people, visible minorities, and disabled persons. For additional information, please visit our website at: www.trentu.ca/native/studies.

OCCUPATIONAL THERAPY

■ **DAHLHOUS UNIVERSITY** – Applications are invited for two positions in the School of Occupational Therapy, Dalhousie University. One full time Probationary Tenure Track position at the Assistant or Associate Professor level beginning August 1, 2004. One full time Limited Term position at the Assistant or Associate Professor level from July 1, 2004 to June 30, 2009. Salary will be commensurate with qualifications and experience. The ideal candidates will have a professional degree and be eligible for licensure with the College of Occupational Therapists of Nova Scotia. The Probationary Tenure Track position involves research, teaching, and administration. The Limited Term position encompasses administration and teaching. Both positions are in the entry level program and supervision of graduate students. Priority will be given to candidates to train to work in distance education is essential in both positions. Consideration of applicants will begin on October 15, 2003. Please submit a letter of interest indicating which position you are applying for, a curriculum vitae, confirmation of eligibility for an occupational therapy license in Nova Scotia, names and e-mail addresses of three referees (academic or professional) to: Chair, Appointment Committee, School of Occupational Therapy, Dalhousie University, Halifax, Nova Scotia Canada B3H 3J5; fax: 902-424-2400; e-mail: occupationaltherapy@dal.ca. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. Subject to budgetary approval.

OPTOMETRY

■ **THE UNIVERSITY OF WATERLOO** – Applications are being accepted for a 2-year fixed term position at the Assistant Professor level in the School of Optometry, University of Waterloo commencing January 1, 2004. The position is funded from both the School of Optometry and the Optometric Research Chair. The successful candidate must hold optometric qualifications and research experience in a related field. Furthermore, the candidate must hold sufficient background to provide lectures in the optometry programme in the areas of: optics, oculomotility and optometric clinical techniques. The candidate must also possess research experience in the areas of oculomotility and presbyopia. Salary range commensurate with qualifications and experience. The closing date for applications is November 7, 2003. Send curriculum vitae and three letters of reference to be sent to Dr William R. Bobo, Director, School of Optometry, University of Waterloo, Waterloo Ontario N2L 3G1 Canada. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

PHILOSOPHY

■ **UNIVERSITÉ YORK** – Le Département de philosophie du Collège universitaire Glendon, faculté bilingue d'art libéraux de l'Université York, sollicite des candidatures pour une poste menant à un poste de professeur au rang de professeur(e) adjoint(e), sous réserve d'approbation budgétaire. Spécialités, matières et langues enseignées sera en accordée à la philosophie sociale, entendue au sens large, de sorte qu'elle embrasse la philosophie morale, philosophie politique et la philosophie du droit. Les candidat(e)s doivent détenir un doctorat en philosophie et avoir démontré leur potentiel pour exceller dans la recherche en philosophie. Les candidat(e)s doivent être bilingues (français-anglais), et doivent pouvoir enseigner dans les deux langues. Les fonctions comprennent l'enseignement au niveau du 1^{er} cycle, et éventuellement au 2^e cycle et 3^e cycle, la supervision de la recherche et les tâches administratives. Prière de faire parvenir une lettre de candidature accompagnée du curriculum vitae, lettres de recommandation, d'une ou de deux photos et d'un énoncé de vos intérêts de recherche (en français ou en anglais), à Doris Olin, directrice, Département de philosophie, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M4N 3M6. Date d'entrée en fonction : le 1^{er} juillet 2004. Date limite de candidature : le 15

décembre 2003. L'Université York a adopté un Programme d'action positive pour l'embauche des professeurs/professeures et des bibliothécaires. Pour plus de renseignements sur le Programme, veuillez consulter le site WEB de l'Université York à l'adresse www.yorku.ca/acadjobs ou demander un exemplaire du programme auprès du bureau du programme d'action positive au numéro (416) 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, priorité sera donnée aux personnes de nationalité canadienne ou détenteur du statut de résident permanent.

PHILOSOPHY

■ **ST. THOMAS MORE COLLEGE** – The Department of Philosophy at St. Thomas More College (STM), a Catholic College federated with the University of Saskatchewan (U of S), invites applications for a tenure-stream position in ancient Greek philosophy at the level of Assistant Professor, commencing July 1, 2004. The STM Department of Philosophy offers its own undergraduate program but collaborates with the U of S Department of Philosophy. The successful candidate will have a PhD completed (or near to completion) in Philosophy with an established specialization in ancient Greek philosophy. S/he will be expected to develop and maintain an active program of research and will contribute to the education of undergraduate and graduate students. Candidates in all areas of ancient Greek philosophy are encouraged to apply. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach core courses in the department, including ethics and logic, and will have the opportunity to participate in the Classical, Medieval, and Renaissance Studies Program at the U of S. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications (attach sample publications), and documenting teaching ability (include teaching evaluations as well as awards for these credentials). The search will continue until a successful candidate is found. Interested candidates should submit application materials to: Dr. C. Stitt, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6, or by email to philosophy@stm.ca or by email to philosophy@stm.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to apply. For more information on the Philosophy Department and St. Thomas More College, please contact: Dr. C. Stitt, at 306-965-8934 (voice mail, 306-965-8904 fax), or by email.

■ **THE UNIVERSITY OF TORONTO** – The Department of Philosophy at the University of Toronto invites applications for a tenure-track position at the rank of Assistant Professor beginning 1 July 2004. The Department seeks a philosopher conducting research in the analytic tradition, broadly construed. A PhD in philosophy and a commitment to excellence in undergraduate and graduate teaching are required. An ability to contribute to one of the University's interdisciplinary programs or other departments would be an asset. Areas of specialization: open. Areas of competence: the Philosophy Department at Saint Mary's University has a tradition of, and a strong commitment to, excellence in undergraduate and graduate teaching. Applicants should submit a letter of introduction, a curriculum vitae, a sample of written work, a teaching dossier including evidence of teaching effectiveness and a statement of teaching, graduate school transcripts, and the names of three referees, and any other material that the applicant wishes to arrange to have the referees write directly to the Department with their evaluation of the candidate. All information should be sent to: Dr. Sheldon Wein, Head of the Search Committee, Department of Philosophy, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3. Applications will be considered until November 15, 2003 or until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting diversity at all levels of its intellectual development of students, to encouraging engagement with global issues, and to fostering the use of critical inquiry through the effective integration of teaching and research. You may visit our website at www.smu.ca.

■ **THE UNIVERSITY OF TORONTO** – Applications are invited for a tenure-stream position at the rank of Assistant or Associate Professor to be held jointly in the Department of Philosophy and the Institute for the History and Philosophy of Science and Technology at the University of Toronto, to begin July 1, 2004. AOS: History and Philosophy of Biology. The successful candidate will be nominated for a Canada Research Chair, Tier 2 level (see www.chair.ca for details). She or he must be an outstanding teacher and researcher, and will be expected to make a significant contribution to the quality and status of both the Department and the Institute. Salary commensurate with qualifications and experience. The successful candidate will be expected to develop and maintain an active program of research and will contribute to the education of undergraduate and graduate students. Candidates in all areas of ancient Greek philosophy are encouraged to apply. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach core courses in the department, including ethics and logic, and will have the opportunity to participate in the Classical, Medieval, and Renaissance Studies Program at the U of S. Applicants must send a letter describing teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications (attach sample publications), and documenting teaching ability (include teaching evaluations as well as awards for these credentials). The search will continue until a successful candidate is found. Interested candidates should submit application materials to: Dr. C. Stitt, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon Saskatchewan, S7N 0W6, or by email to philosophy@stm.ca or by email to philosophy@stm.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to apply. For more information on the Philosophy Department and St. Thomas More College, please contact: Dr. C. Stitt, at 306-965-8934 (voice mail, 306-965-8904 fax), or by email.

■ **THE UNIVERSITY OF TORONTO** – Applications are invited for a tenure-stream position at the rank of Assistant Professor in the Department of Philosophy at the St. George (downtown) campus, with a cross appointment to the Institute for the History and Philosophy of Science and Technology at the University of Toronto, to begin July 1, 2004. AOS: Medieval Philosophy. The successful candidate will be expected to engage in research and teaching in the field of medieval philosophy. Salary commensurate with qualifications and experience. The University of Toronto Department of Philosophy is a three-campus department, consisting of all philosophy faculty appointed to the St. George, Mississauga, and Scarborough campuses. Faculty carry out their undergraduate duties at the campus to which they are appointed; graduate teaching and supervision typically take place on the St. George campus. Send CV, writing sample, teaching materials, and at least three letters of reference to: Medieval Search, Department of Philosophy, University of Toronto, 215 Huron St., 9th Floor, Toronto, Ontario, M5S 1A2-Canada. To ensure full consideration, applications should be received by November 15, 2003. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University offers the opportunity to conduct research, teach and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority.

■ **YORK UNIVERSITY** – The Philosophy Department of Glendon College, York University invites applications for a tenure-track position at the Assistant Professor level pending budgetary approval. The preferred area of specialization is social ethics broadly construed in light of philosophy of law but applications in other fields will be considered. PhD in Philosophy and demonstrated potential for excellence in philosophical research are required. Outlines include teaching at the undergraduate and graduate level, research and administrative responsibilities. Candidates must be bilingual in French and English, and able to teach in either language. Applications, including a curriculum vitae, three letters of reference, one of which should address teaching, evidence of teaching effectiveness, and a writing sample, should be sent to: Doris Olin, Chair, Philosophy Department, Glendon College, York University, 8505 Bayview Ave., Toronto, Ontario M2N 3M5. Deadline for applications: December 15, 2003. Date of appointment: July 1, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **CONCORDIA UNIVERSITY** – The Faculty of Arts & Science has one tenure-track position available in Analytic Philosophy. Please see our full-page display ad in this issue or visit us at the Web at www.concordia.ca/philosophy.

■ **THE UNIVERSITY OF WESTERN ONTARIO** – The Department of Philosophy at the University of Western Ontario invites applications for a probationary (tenure-track) faculty position at the rank of Assistant Professor (P) required at time of appointment in the field of Moral, Political, and Legal Philosophy to begin July 1, 2004. Experience in teaching and research are required. The successful candidate's research area will complement, but not duplicate, those of existing ethics faculty. Preference may be given to candidates whose research interests include an area of applied ethics, such as environmental, health care, or business ethics. Competence in history of ethics would also be an asset. Applied ethics teaching is a requirement of this position. Enthusiasm for, and experience in, teaching ethics across disciplines is an asset, as is the ability to teach large classes. Please send curriculum vitae, teaching dossier, writing sample, and three letters of reference to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada N6A 3K7, Fax: (519) 661-



McGill

Gretta Chambers Chair in East Asian Art History

McGill University invites applications for the Greta Chambers Chair in East Asian Art History, a joint appointment in the Departments of East Asian Studies and Art History and Communication Studies, open rank, commencing August 1, 2004. The field of specialization is open, but candidates must have a specialization in Chinese art, and an understanding of methodology, critical theory, and developments in modern and contemporary East Asian art.

The candidate will be expected to contribute to the development of East Asian Art History at McGill. At least a reading knowledge of French is required. The candidate should have a strong teaching record.

www.mcgill.ca

The application deadline is January 31, 2004. Applicants should send a statement of their research programme, teaching philosophy/methods and sample of publications, along with their CV and two letters of reference to:

Chair, East Asian Art History Search
Department of Art History & Communication Studies
McGill University
853 Sherbrooke St. West
Montreal, Quebec, Canada H3A 2T6
Tel. (514) 398-6541
Fax (514) 398-7247

In accordance with Canadian and Quebec immigration requirements this advertisement is addressed in the first instance to Canadian citizens and permanent residents. McGill University is committed to equity in employment.



UNIVERSITY OF WATERLOO

TENURE-TRACK POSITIONS
DEPARTMENT OF MANAGEMENT SCIENCES

The Department of Management Sciences in the Faculty of Engineering at the University of Waterloo invites applications for two tenure-track faculty positions at the Assistant or Associate Professor level in the areas of Managerial Economics/Technology Management, Behavioural Information Systems or Operations Research.

We are seeking individuals with a PhD who are committed to excellence in undergraduate and graduate teaching, development of a strong research agenda, and who are capable of graduate student supervision at the Master's and PhD level. Strong preference will be given to applicants with interdisciplinary interests, whose research is of particular relevance within an Engineering Faculty, and whose work is closely linked to areas of interest to students and other faculty in the Department. A complete description of the Department of Management Sciences and more information about these positions can be found in the department web site at <http://www.mansci.uwaterloo.ca/index.html>.

UW is a Canadian leader in research, and prides itself on close co-operation with industry through its co-op programs, research contracts and technology transfer. The Waterloo region is a major industrial centre, with a burgeoning high tech sector, including many "spin-off" companies from research at the University of Waterloo. Waterloo offers an ideal living environment, combining the advantages of a small city with easy access to Canada's largest city, Toronto, and to numerous outdoor and indoor recreational activities.

Applicants should submit their curriculum vitae, a copy of graduate transcripts, a statement of research and teaching interests, one or more published or unpublished papers, and the names of at least three references to:

Professor Elizabeth Jewkes, Chair, Department of Management Sciences
University of Waterloo, Waterloo, Ontario, Canada N2L 3G1

Review of applications will begin by November 1, 2003, and applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. The University encourages applications from women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds. Salary will be competitive and commensurate with qualifications and experience.

University of Waterloo



BUILDING A TALENT TRUST

OKANAGAN UNIVERSITY COLLEGE
Employment Opportunities

Okanagan University College is a comprehensive multi-campus institution delivering post-secondary education and training to the population in British Columbia's Southern Interior. With 7,000 full- and part-time students enrolled in vocational, developmental, applied and academic programs, OUC is focused on developing new and more responsive answers to the learning needs of an evolving society and economy.

OUC is currently seeking applications for the following positions:

ASSISTANT PROFESSORS, SCHOOL OF SOCIAL WORK
Faculty of Health and Social Development – Kelowna

(3 positions available)

Tenure-track appointments

Competition No. 85FAC03

Closing Date: Consideration of applications will begin after December 5,

2003 and will continue until the positions are filled.

Please note: These positions are subject to budget approval.

Full details on these and other positions currently open at Okanagan University College may be viewed on our website at www.ouc.bc.ca/jobpostings

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and landed immigrants (permanent residents of Canada).



www.ouc.bc.ca

CARRIÈRES

activity and an active research plan. The successful candidate will teach undergraduate and graduate planning students, be capable of supervising doctoral graduate students, and be able to teach research. Applicants must have a PhD. The appointment will be effective January 1, 2004. Applications should include a letter of application (stating career objectives, approach to teaching and research, and a curriculum vitae), a sample of selected recent scholarly work, and names with contact information of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will then contact the referees of those being considered to progress into the second stage of review. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geogaphy. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty. In addition, the School has a Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design. The department has a number of facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: <http://www.uwaterloo.ca/EnviroStudies/>. The position will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing facilities and research resources. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including members of visible minorities, women, and persons with disabilities. This position is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO**—Applications are invited for an Assistant Professor tenure track position in Infrastructure Engineering and Transportation. The position may be made in the School of Planning or jointly in Planning and Civil Engineering. The candidate will have a background that demonstrates both scholarly interest and experience in the conceptualization, needs assessment for and planning of infrastructure projects and transportation facilities such as in GIS and data management would be beneficial. In particular, aspects of public consultation, methods for informing, engaging and involving people in decision making related to infrastructure projects are an asset. Applicants are expected to be able to teach and advise in the applied methods areas. The successful candidate will have a record of scholarly activity and an active research plan. The successful candidate will teach undergraduate and graduate students, be capable of supervising masters and doctoral graduate students, and conduct research in the area of transportation and infrastructure. The position relates to the natural, human and built environment. Applicants must have a PhD, and hold or qualify for a Canadian citizenship or permanent residence. The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to teaching and research, and a curriculum vitae), a sample of selected recent scholarly work, and names with contact information of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will then contact the referees of those being considered to progress into the second stage of review; this will be followed by on-campus interviews for selected candidates. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geogaphy. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty. In addition, the School has a Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design. The department has a number of facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty and the School of Planning may be found at: <http://www.uwaterloo.ca/EnviroStudies/>. The Department of Civil Engineering is a Transport Group that has extensive teaching, research and research resources. As a department in the Faculty of Engineering, faculty members have access to extensive support and laboratory facilities. The position is located within the transport group in the Department of Civil Engineering may be found at: <http://www.civil.uwaterloo.ca/transportation/>. The successful candidate will be able to consult and participate broadly with colleagues in both faculties and elsewhere in the university and will have access to advanced computing and other research and teaching support. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including members of visible minorities, women, and persons with disabilities. This position is subject to the availability of funds.

POLITICAL SCIENCE

■ **QUEEN'S UNIVERSITY**—The Department of Political Science at Queen's University (<http://www.queensu.ca/political>) invites applications for two tenure track positions at the assistant professor level, one in comparative politics (developing areas) and one in international relations. Preference will be given to candidates who have completed PhD, show evidence of potential excellence in teaching and research, and are able to teach a variety of courses at the graduate and undergraduate levels. Salary will be commensurate with qualifications and experience. Queen's University is committed

to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The deadline for receipt of applications is December 3, 2003. Applicants must submit a current c.v., a teaching dossier, and arrange for three referees to submit letters of reference on their behalf. Please submit applications to Kim Mossall, Head of the Department, either by mail (Department of Political Studies, Queen's University, Kingston, ON K7L 3N6, Canada) or by email (mossall@post.queensu.ca). Academic staff at Queen's University are governed by a collective agreement; the details of which are posted at <http://www.queensu.ca/crta/>.

■ **THE UNIVERSITY OF GUELPH**—The Department of Political Science invites applications for a tenure-track position in the field of the politics of advanced industrialized countries. This position will be at the rank of Assistant Professor and will commence July 1, 2004. An emphasis on European integration and transnational institutions or foreign policy will be advantageous. An established research and publication record is expected as is evidence of teaching excellence. Applicants will only be considered from candidates who have completed a PhD or are near completion. Applicants must ensure that three letters of recommendation are sent directly to the address below. Applicants should also submit a current curriculum vitae, evidence of teaching experience, and a cover letter stating their research plans by no later than Friday, November 28, 2003 to Ken Woodside, Chair, Department of Political Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Fax: 519-837-9561. Email: woodside@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. The position is subject to the availability of funds.

■ **THE UNIVERSITY OF GUELPH**—The Department of Political Science invites applications for a tenure-track position in the field of Comparative Politics. This position will be at the rank of Assistant Professor and will commence July 1, 2004. An emphasis on Latin America and the Caribbean is preferred. An established research and publication record is expected, as is evidence of solid teaching capabilities. Applicants will only be considered from candidates who have completed a PhD, or are near completion. Applicants must ensure that three letters of recommendation are sent directly to the address below. Applicants should also submit a current curriculum vitae, evidence of teaching experience, and a cover letter stating their research plans by no later than Friday, November 28, 2003 to Ken Woodside, Chair, Department of Political Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Fax: 519-837-9561. Email: woodside@uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. The position is subject to the availability of funds.

■ **CONCORDIA UNIVERSITY**—The Department of Political Science invites applications for a tenure-track position in the field of International Politics, beginning in January 2004. The successful candidate is required to teach introductory Political Science courses, including Introduction to International Politics, and to coordinate and teach advanced courses in International Politics. In addition, the candidate will be required to coordinate and teach graduate courses in International Politics. The position is a five-year appointment with a five-year renewable term. Hiring is subject to budgetary approval. Please forward applications, including a letter of intent, a curriculum vitae, a statement of teaching interests, and three letters of reference to: Dr. Reta C. Tremblay, Chair, Department of Political Science, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M9. (Email: retac@atv22.concordia.ca). Review of applications will begin on January 31, 2004 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **GLYNDON COLLEGE**—The Department of Political Science, Glyndon College, the bilingual Liberal Arts Faculty of York University, is seeking a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval. The successful candidate should possess a PhD in Political Science with a concentration in Public Administration or public policy. Preference will be given to applicants with a demonstrated research interest in two or more of the following fields: policy analysis, management in the public sector and comparative public policy. The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities, including the supervision of a public management internship program. Preference will be given to candidates with proven teaching experience, a strong research and publication record reflecting a knowledge of both

French and English scholarship, the ability to contribute effectively to the York graduate program and a good knowledge of the public sector milieu. Salary is in accordance with collective agreements in experience. Applications including curriculum vitae should be sent directly to Professor Emerita Margaret Mahan, Chair, Department of Political Science, Glyndon College, York University, 2275 Bayview Avenue, Toronto, Ontario M3N 3M6. Date of Appointment: July 1st, 2004. Candidates must arrange for three letters of reference to be sent directly to the Chair of the Political Science Department. At least one of the referees should address teaching. Application deadline: January 30, 2004. York University is an Affirmative Action Employer.

The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **WILFRID LAURIER UNIVERSITY**—The Department of Political Science invites applications for one tenure-track appointment at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2004. Applicants should have demonstrated academic excellence and research activity in the field of political theory. In addition to teaching the introductory course in political theory, applicants will also be invited to demonstrate their expertise in a sub-field of political theory including but not limited to neo-Marxist theory, or contemporary political theory. Successful applicants will also be expected to teach a first-year introduction to political science course in a large class environment. Applicants should have a PhD in political science (completed or near completion). Applicants are asked to send a letter of recommendation, sample publications, a teaching dossier, along with three letters of recommendation to: Dr. David Docherty, Chair, Political Science Department, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. The deadline for receipt of materials is November 21, 2003. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for the position. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, and persons with visible minorities.

■ **WILFRID LAURIER UNIVERSITY**—The Department of Political Science invites applications for one tenure-track appointment at the Assistant Professor level, subject to budgetary approval, commencing July 1, 2004. Applicants should demonstrate academic excellence and research activity in the field of public policy and administration. Applicants will be invited to demonstrate expertise in a policy/administration field including but not limited to one of the following areas: health policy and administration, urban policy and the administration of cities, non-profit organizations and their administration, cultural policies and organizations, education policy and administration, social welfare policy. Successful applicants will be expected to teach at the introductory level in a large class environment. Applicants should have a PhD in Political Science (completed or near completion). Applicants are asked to send a letter of application, sample publications, a teaching dossier with course evaluations and course outlines, along with three letters of recommendation, to: Dr. David Docherty, Chair, Political Science Department, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. The deadline for receipt of materials is November 21, 2003. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **THE UNIVERSITY OF WATERLOO**—Applications are invited for a tenure-track position in the department of Political Science at the University of Waterloo. The position is a five-year appointment with a five-year renewable term. Hiring is subject to budgetary approval. Please forward applications, including a letter of intent, a curriculum vitae, a statement of teaching interests, and three letters of reference to: Dr. Reta C. Tremblay, Chair, Department of Political Science, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M9. (Email: retac@atv22.concordia.ca). Review of applications will begin on January 31, 2004 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity.

■ **GLYNDON COLLEGE**—The Department of Political Science, Glyndon College, the bilingual Liberal Arts Faculty of York University, is seeking a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval. The successful candidate should possess a PhD in Political Science with a concentration in Public Administration or public policy. Preference will be given to applicants with a demonstrated research interest in two or more of the following fields: policy analysis, management in the public sector and comparative public policy. The candidate will be expected to teach and do research in both French and English. Duties will include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities, including the supervision of a public management internship program. Preference will be given to candidates with proven teaching experience, a strong research and publication record reflecting a knowledge of both

French and English scholarship, the ability to contribute effectively to the York graduate program and a good knowledge of the public sector milieu. Salary is in accordance with collective agreements in experience. Applications including curriculum vitae should be sent directly to Professor Emerita Margaret Mahan, Chair, Department of Political Science, Glyndon College, York University, 2275 Bayview Avenue, Toronto, Ontario M3N 3M6. Date of Appointment: July 1st, 2004. Candidates must arrange for three letters of reference to be sent directly to the Chair of the Political Science Department. At least one of the referees should address teaching. Application deadline: January 30, 2004. York University is an Affirmative Action Employer.

Faculty of Pure and Applied Science

York University is situated within a culturally diverse urban setting in northern Toronto, at the centre of the Greater Toronto Area.

The Faculty of Pure and Applied Science is a progressive, dynamic environment for teaching and research.

www.yorku.ca

The starting date for the following appointments is July 1, 2004. All positions at York University are subject to budgetary approval. Further information about the Faculty can be obtained at www.science.yorku.ca

Department of Biology

Our Department of Biology is diverse, research-intensive and well equipped. For further information about current research projects, please visit our Web site at www.biol.yorku.ca/grad/faculty.htm

ECOLOGICAL

Applications are invited for a tenure-track position in Ecology at the Assistant Professor level. The successful candidate will be expected to participate in the undergraduate Conservation Ecology Program (<http://www.biol.yorku.ca/dept/2003/conservationecology/>) and supervise graduate students. A PhD, post-doctoral experience and an outstanding research record are required. A demonstrated interest in field-based research is strongly encouraged. Applications are due December 15, 2003, and review of applications will begin at that time. Applicants should send curriculum vitae, a research proposal (five pages maximum), a one-page statement of teaching interests and philosophy, single copies of three publications, and the names of three referees to: Chair of the Ecology Search Committee, Department of Biology, Fax: 416-736-5698

MOLECULAR AND/OR CELL BIOLOGY

Applications are invited for two tenure-track positions in Molecular and/or Cell Biology at the Assistant Professor level. The successful candidates will be expected to develop a strong, externally funded research program, and contribute to teaching at the undergraduate and graduate levels. A PhD, post-doctoral experience and an outstanding research record are required. Applications are due December 1, 2003, and review of applications will begin at that time. Applicants should send curriculum vitae, an outline of research plans, as well as single copies of three publications, and have three letters of reference sent directly to Dr. K. A. White, Department of Biology, Fax: 416-736-5698

All applications may be mailed to the appropriate contact at: York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at <http://www.yorku.ca/acadjobs/> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



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Full-Time Faculty Positions

The Brain Research Centre, University of British Columbia and Vancouver Coastal Health

The Brain Research Centre of UBC and Vancouver Coastal Health is embarking on a major expansion of its programs, based on recent successes in attracting substantial infrastructure funding. We have available 5 full-time tenure or tenure-track faculty positions, at both senior and junior levels, across a broad spectrum of areas in Neuroscience. Two of these positions will be Canada Research Chairs in association with the University's "Neuroscience Cluster" in the Faculty of Medicine. These prestigious positions are funded through a federal government program, with access to research support appropriate to the programs and goals. For more information about this program, visit <http://www.chairs.ubc.ca>. The other three positions will be supported through our endowment fundraising initiatives.

Applications are invited in the areas of Stroke, Mood Disorders, Neuroprotection, Neurodegenerative Disorders, Postnatal Brain Development, Neuronal Plasticity, Synaptic Mechanisms, Cell Signaling, and Cognitive Neuroscience. The Centre specifically encourages individuals with brain imaging and/or genomic/proteomic strategies to apply.

The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Please note that there is no restriction with regard to nationality or residence for Canada Research Chair positions, and such positions are open to all candidates. These offers will be made in keeping with immigration requirements associated with the Canada Research Chairs program.

The expected start date for these appointments is July 1, 2004 or 2005. Salary will be commensurate with qualifications and experience.

Applicants should submit a curriculum vitae, a statement of current research interests and future plans, and arrange for three (3) letters of reference to be submitted independently.

Apply to:
Dr. Max Cynader, Director, Brain Research Centre
University of British Columbia and Vancouver Coastal Health
2211 Wesbrook Mall, Vancouver, BC, V6T 2B5 Canada
Fax: (604) 822-0361
Email: info@brain.ubc.ca
www.brain.ubc.ca

Deadline for applications is December 1, 2003.

Brain
Research
Centre



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Promoting wellness. Ensuring care.

CAREERS CARRIÈRES

ontario. In anticipation of the current Director's retirement, applications are invited for the post of Director of Surface Science Western (a five-year term renewable). The Director's foremost responsibility is the operation and advancement of SSW. The successful candidate will concurrently hold an academic appointment in at least one of the departments of Chemistry, Earth Sciences or Physics & Astronomy at the rank of Professor (with tenure) or Associate Professor (with or without tenure). In addition to presenting a profile compatible with the activities now underway at Surface Science Western, the successful candidate will have significant experience suited to the management of such a facility, a strong research record and commitment to quality teaching. Applications and enquiries should include a curriculum vitae, a statement describing one's vision of the future direction and management of SSW, a description of research interests, and the names and contact information for five referees. Consideration of applications will begin October 31, 2003. The closing date for receipt of applications is December 31, 2003. Applications should be sent to: Dr. O. Field, Longstaffe, Dean, Faculty of Science, Western University, London, Ontario, N6A 5B7. The position is subject to budget approval. Applicants should have fluent written and verbal communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified persons and from, including visible minorities, aboriginal people, and persons with disabilities.

TECHNOLOGIE DE L'INFORMATION

■ L'UNIVERSITÉ YORK (Le Collège universitaire Glendon) — L'école bilingue d'arts et lettres de l'Université York offre une candidature pour un poste menant à la permanence, au rang de professeur (adjoint ou professeur) agrégé dans le programme de Technologie de l'Information. La création de ce poste est liée à l'autorisation d'augmenter le nombre de places dans le programme de Technologie de l'Information à York est un programme pluridisciplinaire inter-facultés, qui combine des études d'information avec une vaste gamme d'études en arts libéraux. Les candidats doivent être bilingues, anglais-français, et détenir un doctorat en informatique ou dans une discipline connexe. Les candidats qui n'ont pas de doctorat en informatique doivent avoir une formation adéquate en informatique. On donnera la préférence aux candidats qui ont la capacité manifeste d'établir des liens entre l'informatique et au moins en domaine des arts libéraux, de l'expérience dans l'enseignement, des publications récentes et dont la recherche est en rapport avec les domaines suivants : systèmes d'exploitation, gestion des réseaux, communications des données. Les candidats doivent satisfaire aux exigences pour devenir membre de la Faculté des Études Interdisciplinaires et doivent pouvoir enseigner dans le Programme d'études supérieures en informatique. Les candidats doivent pouvoir enseigner et leur recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 1er cycle et, éventuellement, aux niveaux des 2e et 3e cycles, la recherche et les responsabilités administratives. Le salaire offert sera fixé en fonction de la recommandation collective et de l'expérience. Prière de faire parvenir la lettre de candidature accompagnée du curriculum vitae au Madeline Kahan, directrice, Département d'Informatique, Collège Glendon, 2275 Bayview Avenue, Toronto (Ontario) M2M 3M5. Date d'entrée en fonction : le 1er juillet 2004. Les lettres de recommandation doivent aussi prendre des dispositions pour faire envoyer directement à l'Université York du département des lettres le 15 novembre, 2003 et le processus se poursuivra jusqu'à 30 janvier, 2004. L'Université York adopte un programme d'action positive pour l'embauche des professeurs/professeurs et des bilingues. Le programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état dans le dossier de candidature. Le programme d'action positive de la technologie de l'information encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de York à l'adresse : www.yorku.ca/acadjobs/, ou demandez un exemplaire du programme auprès du Bureau du programme d'action positive au numéro (416) 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

TRANSLATION

■ L'UNIVERSITÉ YORK (Le Collège universitaire Glendon) — L'école de traduction du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence au rang de professeur (adjoint ou professeur) agrégé. La création de ce poste est liée à l'autorisation budgétaire de l'Université. Les candidats doivent être bilingues, anglais-français, et détenir un doctorat ou un diplôme en traduction ou dans une discipline apparentée. Sont requis une pratique professionnelle, des publications pertinentes et de l'expérience dans l'enseignement de la traduction. Il sera tenu le plus grand compte du dossier d'enseignement et des publications. La personne retenue devra diriger des étudiants au cycle supérieur. Spécialisations : études de la traduction, avec une préférence pour le domaine technologique et les industries de la langue. Fonctions principales : l'enseignement au premier cycle (traduction vers le français), l'enseignement et la direction de mémoires au cycle supérieur (maîtrise), la recherche et les responsabilités administratives. Le salaire offert sera fixé en fonction de la convention collective et de l'expérience. Les personnes intéressées doivent faire parvenir leur lettre de candidature et leur curriculum vitae à Mme Candace Séguin, Directrice, École de traduction, Collège Universitaire Glendon, Université York, 2275 Avenue Bayview, Toronto, Ontario, M2M 3M5. Les lettres de recommandation, dont l'une doit être essentielle, doivent être envoyées directement à la même adresse. Tous ces documents doivent être expédiés au plus tard le 15 novembre 2003, le cachet de la poste faisant foi. Date d'entrée en fonction : le 1er juillet 2004. L'Université York adopte un programme d'action positive pour l'embauche des professeurs/professeurs et des bilingues. Ce programme s'applique aux femmes, aux minorités raciales et visibles, aux personnes ayant un handicap et aux autochtones. Les personnes appartenant à l'un de ces groupes doivent en faire état dans le dossier de candidature. Le programme d'action positive de l'école de traduction encourage les demandes d'emploi des personnes appartenant à ces groupes. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse : www.yorku.ca/acadjobs ou demandez un exemplaire du programme auprès du Bureau

du programme d'action positive au numéro (416) 736-5713. Toutes les personnes qualifiées sont encouragées à poser leur candidature; toutefois, la priorité sera donnée aux personnes de nationalité canadienne ou détenant le statut de résident permanent.

TRANSLATION

■ YORK UNIVERSITY (Glendon College) — The School of Translation at Glendon College, the bilingual Liberal Arts Faculty of York University invites applications for a tenure-track position at the rank of Assistant or Associate Professor. This position is subject to budgetary approval by the University. Candidates should be bilingual, French-English, and hold a PhD or expect to in 2004 in translation or in a related discipline. The successful candidate will have professional experience, pertinent publications and experience in the teaching of translation. Preference will be given to candidates whose teaching and publication record indicate that they can undertake graduate supervision. Specialization should be in an area of translation studies, with translation and technology including language engineering a preferred area of interest. Duties will include teaching at the undergraduate level (translation into French), teaching and supervision at the graduate level (MA), research, and administrative responsibilities. Salary is in accordance with the collective agreement and experience. Applications including a curriculum vitae should be sent to Prof. Candace Séguin, Chair, School of Translation, Glendon College, York University, 2275 Bayview Avenue, Toronto, Ontario, M2M 3M5. Candidates should also arrange to have three letters of reference to be sent directly to the Chair, at least one of the letters should address teaching. All documents should be postmarked no later than Nov 15, 2003. Date of appointment: July 1, 2004. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

VIDEO

■ THE UNIVERSITY OF VICTORIA — The Department of Visual Arts invites applications to a full-time tenure track faculty appointment at the level of Assistant Professor

in the area of Video beginning July 1, 2004. The Department of Visual Arts has a long honored history for its commitment to contemporary practice. Our reputation as an important program for visual arts training extends both nationally and internationally. Our undergraduate and graduate students receive an intensive education in a small yet critical studio environment. The faculty is comprised of practicing artists who exhibit their work broadly and are recognized within their individual fields. Position Description: This position will involve the teaching of graduate and undergraduate students in a studio art program which offers courses in painting, drawing, sculpture, digital media and photography. Courses in art theory and curating are also included in support of the studio program. For this position we are seeking a studio artist with a strong

professional record of artistic achievement who would have the ability to teach courses in digital video, artmaking as well as another studio area. Applicants for this position should hold an MFA or equivalent degree, be a practicing artist, have a significant record of exhibitions, publications and critical reviews, and have the ability to engage in critical debate. The applicant should be familiar with current practices and technologies in the field of video in a visual arts context. S/he should also have demonstrated competency in administrative and interpersonal skills. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal people, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All quali-

fied candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority. Submit letter of application, current curriculum vitae, twenty slides and/or other documentation of work, statement of teaching philosophy, and names of three referees to: Chair, Department of Visual Arts, University of Victoria, P.O. Box 1800 STN CSC, Victoria, BC V8W 2Y2. Closing Date: January 2, 2004.

ACCOMMODATIONS

■ FOR RENT — Toronto, January 1 to May 31; fully furnished, charming 3-bedroom house; quiet, pretty street; five-minute walk from Danville-Yonge subway; \$2500pm plus utilities; dates negotiable; email: eyuk@uic.ca or phone 416 481 6504.

Ontario Institute for Studies in Education OISE/UT of the University of Toronto

Canada Research Chair (Tier I) Higher Education Policy

Applications are invited for a Tier I Canada Research Chair in Higher Education Policy. This tenured position is part of the Education Policy cluster in the University of Toronto's Canada Research Chairs program. The appointment will be made in OISE/UT's Department of Theory and Policy Studies in Education.

The appointment will present exceptional opportunities for the successful candidate to undertake, lead, and participate in important new scholarly initiatives in areas such as system-level policy, science and research policy, the role of the professoriate, and organizational arrangements among post-secondary sectors.

Applicants must have a doctoral degree and an outstanding record of scholarship and policy development that is internationally recognized. The successful applicant should also have experience in developing policy for higher education.

The scholar who occupies this position will be expected to pursue an active program of research that emphasizes the development and reform of higher education policy as it affects institutional practice and performance. In addition, the holder of this Canada Research Chair will teach graduate courses (some of which may be open to undergraduates), develop new graduate courses, and supervise graduate students.

The appointment will be at the rank of Professor and salary will be commensurate with qualifications and experience. The appointment will commence on July 1, 2004.

Applications, which must include an up-to-date curriculum vitae, should be submitted by November 15, 2003 to Professor Jane Gaskell, Dean, Ontario Institute for Studies in Education of the University of Toronto, 252 Bloor Street West, Toronto, Ontario M5S 1V6. (Alternatively, letters of application addressed to Professor Gaskell can be submitted by e-mail to the following address: academic.positions@oise.utoronto.ca) Three signed confidential letters of reference should be sent directly to Professor Gaskell by mail or fax (416-926-4775) by the same date.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



Tenure-track position in Sociology

The Department of Sociology invites applications for a tenure-track position at the rank of Assistant Professor, commencing July 1, 2004.

Position 11309. Selection will be based on the candidates' research record, teaching experience, and the extent to which teaching areas complement the Department's needs. Preference will be given to applicants who have a completed doctorate and a demonstrated ability to teach undergraduate methods courses, including both quantitative and qualitative approaches. A research and teaching background in health studies would also be an advantage, though applicants with other substantive specialties are also encouraged to apply.

Submit a letter of application and curriculum vitae, and arrange for three letters of recommendation to be sent to: Dr. Kurt Bowen, Professor and Head, Department of Sociology, Acadia University, Wolfville, NS B4P 2R6. Fax: 902-585-1769. E-mail: kurt.bowen@acadia.ns.ca.

• Review of applications will begin on November 15, 2003 and continue until the position is filled.

We thank all applicants in advance but advise that only those selected for an interview will be contacted. Acadia University reserves the right not to fill this position. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Acadia University is an equal opportunity employer.

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■ THE UNIVERSITY OF WINDSOR'S School of Dramatic Art seeks applications for three tenure-track positions at the rank of Assistant Professor commencing July 1, 2004. The areas include: Theatre History; Movement for the Actor; and Costume Design. For detailed position descriptions, visit www.winnschool.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4. Phone: 519-253-3000, Ext. 2805. Fax: 519-971-3629. Email: walshl@uwinnsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jancis Orsini, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwinnsor.ca.

■ CONCORDIA UNIVERSITY — The Faculty of Arts & Science has one tenure-track position available in Biblical Studies. Please see our full-page display ad in this issue or visit us on the Web at <http://www.concordia.ca/interim/josf.cfm>.

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SCHOOL OF BUSINESS MANAGEMENT HUMAN RESOURCES MANAGEMENT/ORGANIZATIONAL BEHAVIOUR

TENURE-TRACK POSITION

We invite applications for a tenure-track position at the Assistant Professor level or commensurate with the candidate's current status at another university, effective as early as January 1, 2004. In this role, you will participate in the ongoing leadership, review and enrichment of the Human Resources Management/Organizational Behaviour (HROB) curriculum and field-based initiatives. You must hold a PhD (or be in the final phases of a PhD program) in Human Resources Management/Organizational Behaviour, and demonstrate teaching/research proficiency in HROB, with a well developed sub-specialization. Organizational experience, and a demonstrable academic background in research and teaching are preferred. You may visit www.ryerson.ca/business for additional information on the School.

For a detailed position description, and to apply on-line, interested candidates are invited to visit www.ryerson.ca/jobs. Or send your resume, by October 20, 2003, to: Dr. Peter Luk, Director, School of Business Management, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5S 2K3. E-mail: peterluk@ryerson.ca.

All advertised positions are subject to budgetary approval.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal persons, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

COMMENTARY

TRIBUNE LIBRE

Bad Rx — Big Pharma & Medical Research



By ARTHUR SCHAFER

EVIDENCE-BASED medicine[®] has become the mantra of the medical profession. When patients "present" to their physicians, the physicians are supposed to set aside their intuitions and prejudices and, instead, treat the patients' problems according to the best and most rigorous scientific data available in the leading journals.

Let us suppose that you are one of those patients fortunate enough to have a family doctor who actually keeps abreast of the medical literature, rather than making her prescription decisions based upon what was popular when she graduated from medical school 20 years ago or, worse still, what was left to her as a pile of free samples by that handsome young drug company "rep" who took her to lunch last week at Rae and Jerry's steak house. [If the doctor is male, then substitute pretty young woman for handsome young man in the above example.]

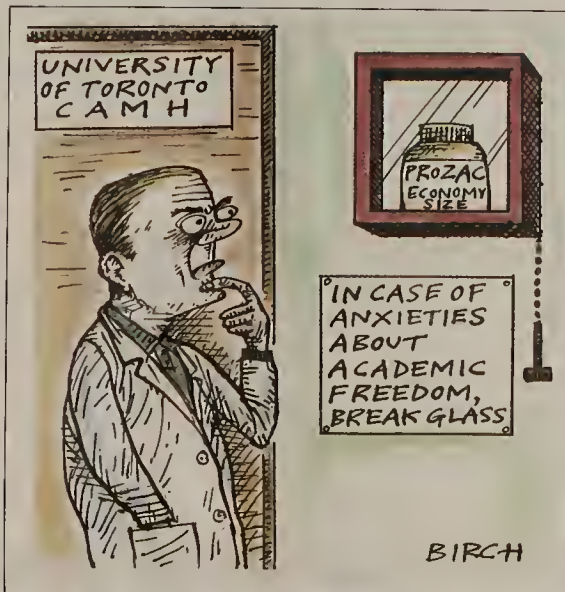
You have been diagnosed with hypertension. That is, you have high blood pressure. Your doctor has consulted the journals and has found a high percentage of articles in the leading journals which favour treating hypertensive disease with drugs known as "calcium-channel antagonists or blockers." You then begin your career as what could turn out to be a lifetime consumer of this very expensive medication.

Is the Evidence on which Your Doctor Is Relying Truly Reliable?

There is a good deal of recent research to suggest that the correct answer to this question is: "Probably not." The principal reason for doubting the scientific reliability of the published studies, even though they have been carried out by eminent physicians and appear in leading journals, is that they have mostly been funded by the drug industry itself.

One of the most influential studies of how researchers' objectivity might be compromised by drug industry sponsorship appeared in *The New England Journal of Medicine*, in January 1998. Stelfox and colleagues set out to examine published articles on the safety of calcium-channel antagonists. Their goal was to answer the question: To what extent does industry support of medical research influence the research findings of investigators? For purposes of this study, Stelfox divided authors according to their relationships with pharmaceutical companies and then, independently, classified their research findings on the safety issue as "supportive," "critical" or "neutral." The conclusion reached by Stelfox et al must be of serious concern to every supporter of industry-university partnerships: "Our results demonstrate a strong association between authors' published positions on the safety of calcium-channel antagonists and their financial relationships with pharmaceutical manufacturers."¹

It may be worth spelling out just how influential drug company sponsorship appears to have been: "Ninety-six per cent of supportive authors had financial relationships with the manufacturers of calcium-channel antagonists, as compared with 60 per cent of the neutral authors and 37 per cent of the critical authors." A caveat is required here. The Stelfox study needs to be interpreted with care. Were authors first funded by companies making calcium-channel blockers, after which they wrote favourably about the product, or did they first write favourably about the product and only then receive financial support from the companies? Since the Stelfox authors were unable to determine the time line, this question cannot be answered conclusively. Interestingly, even researchers who had financial ties with manufacturers of competing products were significantly less critical of the drugs being tested than authors who had no ties to industry. In other words, scientists who are funded by the pharmaceutical industry produce studies which tend to be more favourable to new drugs



than those whose funding is industry-independent even when the new drug being tested is a product of a rival company.

In a more recent study, Canadian doctor Joel Lexchin and colleagues did a comprehensive meta-analysis of what is currently known about the alleged tendency of drug company sponsorship to produce biased research results. They concluded that there is a systematic bias to the outcome of published research funded by the pharmaceutical industry. When research is funded by the pharmaceutical industry, it is significantly more likely to favour the industry's products than when the funding is industry-independent. The results apply across a wide range of disease states, drugs and drug classes, over at least two decades and regardless of the type of research being assessed.

Although it seems intuitively obvious that "he who pays the piper calls the tune," there are competing hypotheses to explain why it is the case that when a pharmaceutical company pays for the clinical trial of its new drug, the results are more likely to be favourable to that drug than when the funding is industry-independent. The most plausible explanation is encapsulated by the phrase "publication bias." This phrase is used to describe a tendency on the part of researchers not to submit their findings for publication when those findings are negative. Publication bias is sometimes referred to, colloquially, as "the file drawer effect." Suppose that there are 20 studies done of some new drug, and suppose that of those 20 studies, six are positive and 14 are negative. Suppose, further, that as a direct or indirect result of company influence, 12 of the negative studies are not published (that is, they are banished to the file drawer), while every positive study is published, celebrated even. Those physicians who then attempt conscientiously to review the literature would find six positive but only two negative studies.

The new drug would be hailed as a medical breakthrough and would rapidly become part of standard therapy. This is not science, however, so much as marketing through censorship or self-censorship. If the much-touted movement towards "evidence-based medicine" is to mean anything, then physicians need unbiased data on the clinical effectiveness, toxicity, convenience and cost of new drugs compared with available alternatives. Because of the phenomenon of publication bias, what passes for good scientific evidence may be simply a mirage.

When a university or hospital researcher's career depends upon attracting and keeping drug industry funding, the desire to please the company (and protect one's career) can easily lead to ethical violations. When the researcher's

university is beholden to the same company for huge donations of equipment and buildings, the incentive not to kill the goose that's laying these golden eggs will sometimes be irresistible. Moreover, when researchers discover potentially serious harms being caused by the drugs they are testing on their patients, and when they attempt to inform their patients of such newly-discovered risks, they may find themselves threatened by the company with ruinous legal action, as happened to Dr. Nancy Olivieri at Sick Kids Hospital, in Toronto. Neither her hospital nor her university [University of Toronto] was willing to support her effectively in this struggle. When the public discovered that the company had promised a \$20 million donation to the university and more millions to the hospital, those of a cynical bent suspected the defence of academic freedom may have been less than vigorous because of a desire, conscious or unconscious, to please a wealthy donor.

To make matters worse, sometimes the research design itself is loaded in favour of the company's drug. For example, the new drug is compared to a drug already proven to be ineffective rather than to one already proven effective. Or it might be compared to an effective older drug, but the older drug is given in an inappropriate dose, which misleadingly makes the new drug seem better than it is. Moreover, even well-designed studies can be poorly conducted, and biases that favor the sponsor's product can be introduced by protocol violations, failure to

keep proper records or failure to submit accurate data to a journal for publication.

Evidence such as that cited above calls into question the integrity of drug company-funded research. Since company-funded research has become preponderant, in both Canada and the United States, the clear implication is that the integrity problem is both systemic and serious.

Why Drug-Industry Funding of University Research Should Be Banned

The evidence now seems very strong, indeed. When medical research is sponsored by drug companies, it tends to be biased in favour of the companies' products. Given the major role of the pharmaceutical industry in funding research, it is not altogether surprising that published drug studies are often of poor quality.

Data showing that a new drug may be dangerous for patients is sometimes "lost" or "reinterpreted" or simply not submitted for publication. Scientists who try to warn patients about potentially serious drug side effects sometimes find that their university or hospital appointment has been terminated. This happened to Dr. David Healy after he issued public warnings about his concern that Prozac was being overprescribed. Healy was not intimidated, but many researchers are understandably concerned to protect their future funding and their jobs.

Since doctors rely on published studies when deciding the best treatment for their patients, anything which threatens the objectivity of medical research is bad news for patients. Partly this is a matter of patient safety, but it is also a matter of economics. New drugs, which are vastly more expensive than older drugs but often no more effective, sometimes achieve enormous popularity based upon flawed research.

Celebrex, for example, became a "blockbuster" drug for the treatment of arthritic pain, largely based upon a now-notorious study appearing in *The Journal of the American Medical Association (JAMA)* in the summer of 2000. The published data, covering six months, indicated that the new drug was associated with lower rates of stomach and intestinal ulcers than two older drugs. Only after publication was it revealed that the full year's data — which had not been disclosed — did not support the claim that Celebrex was safer than its generic competitors.